

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:lisa.gilmore@gsa.gov)
To: [Rebecca Cokley](#)
[Jeff Rosen](#)
[David Allen - WPG-C](#)
Date: 9/26/2013 11:45:34 AM
Subject: Fwd: Director Order

Rebecca,

(b) (5)

----- Forwarded message -----

From: Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>
Date: Thu, Sep 26, 2013 at 9:50 AM
Subject: Direct Order
To: Rebecca Cokley <rcokley@ncd.gov>

(b) (5)

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Lisa Gilmore
Human Resources Specialist (Employee Relations)
Washington Area Operations Center
Employee Relations Branch-CPWA
301 7th Street, S.W., Room 1022
Washington, DC 20407
202-205-4929 Desk
202-(b) (5) Mobile Phone
202-708-5377 fax

https://docs.google.com/a/gsa.gov/forms/d/1nhjCN6rnQLHds76fKF2MsLyLHchZpKL7e_LIZjNJlr0/viewform

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:lisa.gilmore@gsa.gov)
To: [Jeff Rosen](#)
Date: 9/24/2013 7:57:42 AM
Subject: Re: Managed Care Agreement

Jeff,

Can you deliver or have someone else deliver your email directing her to answer phone calls and emails?

On Tue, Sep 24, 2013 at 7:56 AM, Jeff Rosen <jrosen@ncd.gov> wrote:

Gary -

I just forwarded to them Sylvia's automatic email response, which is still in use despite the agency directive provided to her yesterday.

-Jeff

From: David Allen - WPG-C <david.allen@gsa.gov>
Sent: Tuesday, September 24, 2013 5:41 AM
To: Gary Blumenthal
Cc: Jeff Rosen; Lisa Brown-Gilmore - CPWA; Rebecca Cokley

Subject: Re: Managed Care Agreement

Gary,

Please document how you became aware of this behavior. If it was an automatic email response, please forward it to Jeff, and Rebecca with a copy to me.

We will continue to address her issues

On Mon, Sep 23, 2013 at 2:55 PM, Jeff Rosen <jrosen@ncd.gov> wrote:

I'm calling you now Gary.

From: Gary Blumenthal <garyblumenthal@addp.org>
Sent: Monday, September 23, 2013 2:55 PM
To: David Allen - WPG-C
Cc: Jeff Rosen
Subject: FW: Managed Care Agreement

More problematic behavior. I am thinking of taking a day off from my job, flying to DC to be in the NCD office, perhaps with Jeff to oversee the closure of the fiscal year. Her disobedience and lack of respect for supervision is deeply hurting the operation of the office.

G

From: Gary Blumenthal [mailto:garyblumenthal@addp.org]
Sent: Monday, September 23, 2013 2:51 PM
To: Robyn Powell
Cc: Julie Carroll; Jeff Rosen; Sylvia Jones; Rebecca Cokley; DrGerrie Hawkins
Subject: Re: Managed Care Agreement

Julie will not be back until Thursday. I need to have an answer from Sylvia if that is too late to complete the modification. I have left voice mails, emails and messages with Stacey but I have been unable to get a return or answered call from Sylvia. She has indicated on her return email that she won't be opening her emails until Wednesday which may be too late. I am in a quandry with regard what to do.

Gary

On Mon, Sep 23, 2013 at 2:38 PM, Robyn Powell <RPowell@ncd.gov> wrote:

Hi Gary,

The modification looks OK to me but since Julie is the COTR I suggest having her also review.

Robyn

From: Gary Blumenthal [mailto:garyblumenthal@addp.org]
Sent: Monday, September 23, 2013 2:35 PM
To: Robyn Powell
Cc: Julie Carroll; Jeff Rosen; Sylvia Jones; Rebecca Cokley; DrGerrie Hawkins
Subject: Managed Care Agreement

can you open this document?

--

Dave Allen
Employee Relations Specialist
301 7th Street SW

Room 1619
Washington, DC 20407
David.Allen@GSA.gov
[202-690-9475](tel:202-690-9475)

FAX [202-205-2546](tel:202-205-2546) (Please call or email if faxing so that I can retrieve it)

--

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From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:Lisa.Brown-Gilmore-CPWA@gsa.gov)
To: [Rebecca Cokley](mailto:Rebecca.Cokley@ncd.gov)
Date: 10/29/2013 3:40:54 PM
Subject: Re: Proposed 14 Day Suspension

When do you plan on giving it to her? ♦Also did you get your laptop yet? ♦

On Tue, Oct 29, 2013 at 2:16 PM, Rebecca Cokley <rcokley@ncd.gov> wrote:

The only problem is Lynnae is based in Seattle and not coming to town anytime soon. Any other ideas?

Sent from my iPad

On Oct 29, 2013, at 2:09 PM, "Lisa Brown-Gilmore - CPWA" <lisa.gilmore@gsa.gov> wrote:

Hi Rebecca,

I have attached the proposal notice for Sylvia. ♦Please let me know if you have any questions. ♦You will need to print it off on NCD's letterhead.
♦Also Lynae can be present when you issue the proposal. ♦I will send the attachments to the proposal under separate email. ♦

--

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https://docs.google.com/a/gsa.gov/forms/d/1nhjCN6rnQLHds76fKF2MsLyLHchZpKL7e_LIZjNJlr0/view/form

<Jones Proposed Suspension.docx>

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https://docs.google.com/a/gsa.gov/forms/d/1nhjCN6rnQLHds76fKF2MsLyLHchZpKL7e_LIZjNJlr0/view/form

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:lisa.gilmore@gsa.gov)
To: [Rebecca Cokley](#)
Date: 10/23/2013 12:23:58 PM
Subject: Re: Harrassing Phone Call...

Rebecca,

(b) (5)

On Mon, Sep 30, 2013 at 1:42 PM, Rebecca Cokley <rcokley@ncd.gov> wrote:

FYI

Sent from my iPad

Begin forwarded message:

From: Sylvia Jones <sjones@ncd.gov>
Date: September 30, 2013, 1:38:56 PM EDT
To: Rebecca Cokley <rcokley@ncd.gov>
Cc: Sylvia Jones <sjones@ncd.gov>
Subject: Harrassing Phone Call...

The purpose of this email is to document an unpleaseant and harassing phone call that I received from you around 12:20 p.m. today alarmingly questioning me (while out on maternity leave) as to who was the gentleman in my office as if I'm not authorized visitors. You also questioned me as to what I was "working on for the day." Per my conversation with other Director's you did not call them to inquire "what they were working on."

You alleged that you received several phone calls from staff stating that it sounded as if I was packing. This is an extreme level of harassment and a violation of my rights to privacy and it is obvious that you have a staff member spying on me in your absence. I've spoken to everyone in the office and all staff denies making such a report to you.

Please cease and desist from this type of harassment and please be advised that I will be seeking legal remedies upon receiving another harassing email and/or phone call. Also be advised that this type of behavior is unhealthy for the work environment and is affecting the health of me and others. I will also be reporting this extreme incident to the appropriate government officials.

Sylvia

--

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From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:lisa.gilmore@gsa.gov)
To: [Rebecca Cokley](#)
Date: 10/23/2013 9:40:24 AM
Subject: Re: one more request

Sylvia,

Please scan and email me a copy of NCD's September phone bill. ♦

On Tue, Oct 22, 2013 at 9:21 AM, Rebecca Cokley <rcokley@ncd.gov> wrote:

Lisa

I need an email to Sylvia asking for her to scan and email me a copy of the September phone bill for NCD. (she's put in a FOIA request asking for phone records of one of the employees calling me).

Thanks

Rebecca

Sent from my iPad

--

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From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:lisa.gilmore@gsa.gov)
To: Rebecca Cokley
Date: 10/22/2013 9:07:30 AM
Subject: Re: Server key

(b) (5)

Sent from my iPhone

On Oct 22, 2013, at 9:02 AM, Rebecca Cokley <rcokley@ncd.gov> wrote:

Awaiting your guidance.

Rebecca

Sent from my iPad

Begin forwarded message:

From: Sylvia Jones <sjones@ncd.gov>
Date: October 22, 2013, 8:57:54 AM EDT
To: Rebecca Cokley <rcokley@ncd.gov>
Cc: Sylvia Jones <sjones@ncd.gov>
Subject: RE: Server key

Rebecca,

As I stated to you on Friday, your instruction is not clear and requires clarification. In accordance with internal security and access control and risk assessment to the agency for audit purposes, please clarify if your preference is to keep contractor Nick Rushizky on board despite a long history of documented performance issues and his lack of required credentials for access and authorization control. As stated, Global Networkers offered to replace Nick with a more competent and experienced contractor who possesses required credentials for access/authorization control.

I will be departing around noon today, so please clarify your instruction as requested prior to my departure. Upon receiving your clarification response I will know what action to take. If you respond and say "give Nick the server key" I will take that as a yes response to my questions above.

Mrs. Jones

From: Rebecca Cokley
Sent: Monday, October 21, 2013 4:03 PM
To: Sylvia Jones
Subject: Server key
Mrs. Jones,

I am instructing you to the server cabinet key to Nick by close of business 10/22/13. Thank you.

Rebecca

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:lisa.gilmore@gsa.gov)
To: [Rebecca Cokley](#)
Date: 10/18/2013 2:08:46 PM
Subject: Re: Revised Telework Agreement

(b) (5)

On Fri, Oct 18, 2013 at 1:50 PM, Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov> wrote:

(b) (5)

On Fri, Oct 18, 2013 at 1:31 PM, Rebecca Cokley <rcokley@ncd.gov> wrote:
Lisa

(b) (5)

How do you suggest I respond. CC'ing Mr. Rosen as my supervisor.

Rebecca

Sent from my iPad

On Oct 18, 2013, at 9:11 AM, "Sylvia Jones" <sjones@ncd.gov> wrote:

> Rebecca,
>
> Please be advised that per HR, I must initiate an SF-52 to change your work schedule from full-time to part-time. ♦ I also need you leave slips for your absences.
>
>
> Sylvia
> _____
> From: Rebecca Cokley
> Sent: Thursday, October 17, 2013 7:31 PM
> To: Sylvia Jones
> Cc: Jeff Rosen
> Subject: Fwd: Revised Telework Agreement

>
> Ms. Jones
>
> Please see the attached telework plan, approved by the Chair, and effective today.
>
>
> Thank you
>
> Rebecca
>
> Begin forwarded message:
>

--

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https://docs.google.com/a/gsa.gov/forms/d/1nhjCN6rnQLHds76fKF2MsLyLHchZpKL7e_LIZjNJlr0/vi ewform

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From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](#)
To: [Rebecca Cokley](#)
Date: 11/21/2013 12:21:16 PM
Subject: Re: FW: NCD 4th Qtr. Fluctuation Analysis

(b) (5)

On Thu, Nov 21, 2013 at 10:51 AM, Rebecca Cokley <rcokley@ncd.gov> wrote:

Lisa

I sent time-sensitive information to the accountants in Kansas City yesterday and signed off on them uploading the information to the system. Sylvia sent me further feedback after I gave GSA the go-ahead and she responded below.

Do you have any thoughts on how I should respond?

Rebecca

From: Sylvia Jones
Sent: Thursday, November 21, 2013 9:05 AM
To: Rebecca Cokley
Cc: Jonathan Kuniholm
Subject: FW: NCD 4th Qtr. Fluctuation Analysis

Rebecca,

Yesterday afternoon at 4:50 pm I reach out to you requesting additional information for submission of the subject analysis to OMB and at the close of business I was still awaiting a response from you.

This morning I was informed by Mark Whittemore that you sent him comments on fluctuation analysis and granted him the authority to upload the final version of the analysis to the MAX community. This is very troubling to me as this is one of my duties and you intentionally excluded me from the email communication and have now remove yet another one of my duties.

I try really hard to work with you as a professional and you continue to operate behind my back which has led to internal control and audit issues in the agency. The previous Executive Director kept me in the loop on all budgetary and operational matters.

In an effort for me to successfully and professionally carry out my assigned duties and for accountability

purposes, it would be helpful for me to know what budgetary functions and authorities I still have and those you have removed from me.

I copied Mr. Kuniholm to this email **only** due to his role as the A&F Chair. Jon - if you believe this is an email that you need to share with the attorney's, please feel free to do so as I will be reporting this act to the appropriate authorities as well.

Sylvia

From: Mark Whittlemore - BCED <mark.whittlemore@gsa.gov>

Sent: Thursday, November 21, 2013 7:50 AM

To: Sylvia Jones

Cc: Julianne White; Rebecca Cokley

Subject: Re: NCD 4th Qtr. Fluctuation Analysis

Good morning Sylvia,

Rebecca actually was able to provide me some comments and granted me the authority to upload the final version of the fluctuation analysis to the MAX community. This has been completed as of this morning.

Thanks and have a great day!

Mark Whittlemore, CGFM, CFE

Accountant

General Services Administration (GSA)

External Services Branch (BCED)

mark.whittlemore@gsa.gov

1500 E. Bannister Road

Kansas City, MO, 64131

Phone: [816-823-4581](tel:816-823-4581)

Fax: [816-926-3642](tel:816-926-3642)

On Wed, Nov 20, 2013 at 4:06 PM, Sylvia Jones <sjones@ncd.gov> wrote:

Hi Mark,

NCD comments on the 4th Qtr. Fluctuation Analysis were due to you by cob today. Please note that I am awaiting clarification information from Rebecca before I can submit. I hope to get the comments and the report back to you by or before noon tomorrow.

Thank you,

Sylvia

From: Mark Whitemore - BCED <mark.whitemore@gsa.gov>

Sent: Wednesday, October 30, 2013 4:30 PM

To: Sylvia Jones

Cc: Julianne White; Rebecca Cokley

Subject: NCD 4th Qtr. Fluctuation Analysis

Good afternoon Sylvia,

I am attaching the Fluctuation Analysis for you to review and comment on. Please provide comments by **COB November 20, 2013**. I will then prepare the reports that you need to submit to OMB. Per OMB

Circular A-136 you are required to submit this report. A few points that the circular states are:

* The analysis should be only on the significant variances between the current quarter and the same quarter from the prior year. Management has discretion on what constitutes a significant variance. Do not provide variances for each line item, but only the top three line items with significant fluctuations from the prior year.

* If a financial statement does not have significant variances between the comparative periods, then note that in the analysis.

If you know your criteria that you would like to set for what constitutes a significant variance, please let me know. For example, you can set your criteria for a certain percentage change or even by the dollar amount change.

I need you to determine which lines in the Fluctuation Analyses constitute a significant variance. This is up to you for what you determine to be significant. **Please insert your comment on the spreadsheet for the line items you determine to be a significant variance and return the worksheet to me.** The comment needs to be a simple statement as to why there is a variance. I will then prepare the Fluctuation Analysis Report. As noted in the circular, if you determine a financial statement to not have a significant variance, please note that in the analysis also. If you have any questions, please let me know.

Thanks and have a great day!

Mark Whitemore, CGFM, CFE
Accountant
General Services Administration (GSA)
External Services Branch (BCED)
mark.whitemore@gsa.gov
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No virus found in this message.

Checked by AVG - www.avg.com

Version: 2012.0.2242 / Virus Database: 3629/6351 - Release Date: 11/20/13

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Lisa Gilmore
Human Resources Specialist (Employee Relations)

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:lisa.gilmore@gsa.gov)
To: [Rebecca Cokley](#)
Date: 11/6/2013 11:24:06 AM
Subject: Fwd: Sylvia Jones - Entry of Appearance
Attachments: Sylvia Jones - Entry of Appearance.pdf

FYI

Sent from my iPhone

Begin forwarded message:

From: Jeff Rosen <jrosen@ncd.gov>
Date: November 6, 2013, 10:14:38 AM EST
To: Brenda Ward - LG <brenda.ward@gsa.gov>, Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>, Robyn Powell <RPowell@ncd.gov>
Cc: Lesly Wilson - LG <lesly.wilson@gsa.gov>
Subject: RE: Sylvia Jones - Entry of Appearance

(b) (5)

-Jeff

From: Brenda Ward - LG <brenda.ward@gsa.gov>
Sent: Wednesday, November 06, 2013 9:55 AM
To: Lisa Brown-Gilmore - CPWA
Cc: Jeff Rosen; Lesly Wilson - LG
Subject: Re: Sylvia Jones - Entry of Appearance

(b) (5)

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On Wed, Nov 6, 2013 at 9:43 AM, Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov> wrote:

I understand that it's GSA's practice to grant a 10 day extension. Brenda and Leslie do you concur?

Sent from my iPhone

On Nov 5, 2013, at 6:23 PM, Jeff Rosen <jrosen@ncd.gov> wrote:

I would appreciate GSA's counsel regarding the handling of the attached letter.

Thanks.

-Jeff

From: James Heelan <jheelan@shawbransford.com>

Sent: Tuesday, November 05, 2013 5:16 PM

To: Jeff Rosen

Cc: lisa.gilmore@gsa.gov; Julie Perkins

Subject: Sylvia Jones - Entry of Appearance

Mr. Rosen,

Please see the attached entry of appearance, which we submit to you on behalf of Mrs. Sylvia Jones. A hard copy will follow to you via FedEx overnight delivery.

Sincerely,

James P. Garay Heelan

James P. Garay Heelan
Associate Attorney

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<image001.jpg> <image002.jpg>

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<Sylvia Jones - Entry of Appearance.pdf>



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1100 Connecticut Avenue NW Suite 900
Washington DC 20036
Tel 202.463.8400 www.shawbransford.com Fax 202.833.8082

November 5, 2013

SENT VIA ELECTRONIC MAIL AND FEDERAL EXPRESS

Mr. Jeff Rosen
Chairperson
National Council on Disability
1331 F Street, NW, Suite 850
Washington, D.C. 20004
jrosen@ncd.gov

Re: Sylvia Jones – Notice of Proposal to Suspend

Dear Mr. Rosen:

This law firm has become the designated representative of Mrs. Sylvia Jones, Director of Administration, National Council on Disability ("Agency"), in regard to the Notice of Proposal to Suspend dated November 1, 2013 ("Proposal"), received by Mrs. Jones via e-mail that same day. A designation of representative form, executed by Mrs. Jones, authorizing us to act on her behalf, is enclosed.

The purposes of this letter are to: (1) notify you of our designation; (2) request an extension of time for Mrs. Jones to present to you an oral reply to the Proposal, until after the deadline for her written reply; (4) request copies of the Agency's disciplinary procedures and a copy of the Agency's table of penalties; and (5) request complete and un-redacted copies of all of the materials the Agency relied upon to issue the Proposal.

We intend to submit a written reply to the Proposal on behalf of Mrs. Jones. The third page of the Proposal states that Mrs. Jones "will be allowed fifteen (15) calendar days from the date of [her] receipt of [the Proposal] to reply orally and/or in writing." Thus, because Mrs. Jones received the Proposal on Friday, November 1, 2013, we calculate the current deadline for Mrs. Jones to submit her written and oral replies to the Proposal to be Monday, November 18, 2013 (because November 16, 2013, the fifteenth day after Mrs. Meniffee-Jones received the Proposal, is a Saturday). We ask that you confirm this November 18, 2013 submission deadline.

Also, please be advised, Mrs. Jones may present an oral reply to the Proposal. We believe that an oral reply is more substantive and of greater benefit to a deciding official when the oral reply takes place after submission of the written reply. Therefore, we request that you permit Mrs. Jones to present her oral reply to the Proposal on a date after the deadline for submission of

her written reply. Should she decide to present an oral reply, we will be contacting you to make arrangements for a date that is convenient for you.

We also write to request copies of the Agency's disciplinary procedures, i.e. the procedures under which the Agency issued the Proposal to Mrs. Jones, and to request a copy of the Agency's table of penalties.

Lastly, we write to request complete and un-redacted copies of all of the materials the Agency relied upon to issue the Proposal. In addition the Proposal, Mrs. Jones received seventeen (17) pages of documentation (copy enclosed for your reference), identified on the fourth page of the Proposal as "Copy of Supporting Documentation (employee)," comprising documentation of various e-mail exchanges. However, the copies of the e-mail exchanges provided to Mrs. Jones appear incomplete and/or redacted. A non-exhaustive list of abnormalities, redactions, and other indicators which suggest that the supporting documentation provided to Mrs. Jones is incomplete, includes:

1. The e-mail on the third page of the supporting documentation, dated September 25, 2013 at 11:01 a.m., does not indicate a subject line, unlike the other e-mails provided as part of the supporting documentation;
2. The e-mails on the third and fourth pages of the supporting documentation, dated September 25, 2013, at 11:01 a.m. and at 12:58 p.m., are identified as "4/7" and "6/7", respectively; however, none of the provided e-mails are identified as any other number of a series of seven;
3. The header of the e-mail on the fourth page of the supporting documentation, dated September 25, 2013, at 12:58 p.m., is at a different angle than the body of the e-mail below it;
4. The e-mail on the seventh page of the supporting documentation, dated September 24, 2013, at 7:54 a.m., appears composed of lines of text cut from a lengthier e-mail, and pasted together;
5. The bottoms of the eighth, ninth, and tenth pages of the supporting documentation are identified as "1/4," "3/4," and "4/4" respectively, but none of the provided e-mails are identified as the second in a series of four;
6. The e-mails on the eighth, ninth, and tenth pages of the supporting documentation appear to be presented as part of the same e-mail chain, flowing from the e-mail at the top of the eighth page, dated September 23, 2013, at 3:20 p.m., but the time stamps on the e-mails in that purported chain do not flow linearly. For example, on the eighth page, an e-mail dated September 24, 2013, at 8:01 a.m. is below an e-mail dated September 23, 2013, at 3:20 p.m., but above another e-mail dated September 23, 2013, at 3:20 p.m. And, on the ninth page, an e-mail dated September 24, 2013, at 8:58 a.m., is sandwiched between an e-mail dated that same day at 8:06 a.m. and another e-mail dated that same day at 8:39 a.m.;
7. Multiple e-mails, for example e-mails located on the ninth and tenth pages of the supporting documentation, dated September 24, 2013, at 8:06 a.m. and at 8:01 a.m., contain "[Quoted text hidden]" in lieu of body text;

Mr. Jeff Rosen
National Council on Disability
November 5, 2013
Page 3

8. The bottoms of the eleventh, twelfth, and thirteenth pages of the supporting documentation are identified as "1/9," "2/9," and "4/9," respectively. But, no other pages have been provided which indicate that they are any other part of a series of nine; and
9. The e-mail on the seventeenth page of the supporting documentation, apparently from William Haygood, does not contain "Date," "From," or "Subject" lines of information. Further, it appears that a sentence in the middle section of the second paragraph of that e-mail has been redacted.

Mrs. Jones will not be able to provide a thorough and substantive response, and we do not believe you will be able to make a fully informed decision, without complete and un-redacted copies of the materials on which the Agency relied to issue the Proposal.

Thank you for your consideration of our requests.

Sincerely,

(b) (6)

Julia H. Perkins
James P. Garay Heelan

Enclosures

cc: Ms. Lisa Gilmore
Employee Relations Specialist
Employee Relations Branch
Office of Human Resources Services
Government Services Administration
lisa.gilmore@gsa.gov
(via electronic mail only)

DESIGNATION OF REPRESENTATIVE

I, Sylvia Jones, hereby designate the firm of Shaw, Bransford & Roth, P.C. to act as my representative in connection with the Notice of Proposed 14-day Suspension dated November 1, 2013, and any subsequent disciplinary action arising therefrom. I understand that the firm is authorized to act on my behalf, and I expressly request that all correspondence in these matters be directed to them with a copy to me. I specifically authorize the release of information to my representatives which would otherwise be protected by the Privacy Act, 5 U.S.C. § 552a.

11/04/2013
Date

(b) (6)

Sylvia Jones

From: Jeff Rosen
Sent: Friday, September 20, 2013 4:26 PM
To: Sylvia Jones
Cc: Rebecca Cokley; Gary Blumenthal
Subject: Agency contingency plan

Sylvia -

OMB requires federal agencies to submit a plan next week for how they would stop operations if there is a lapse of funding. Please draft such a plan for Gary and my review by COB next Wednesday September 25th. NCD should have developed a similar plan for the 2011 potential shutdown which never occurred so there may be something already on file. Feel free to contact Aaron Bishop if you would like to see if he has any information from the time he was NCD's ED.

-Jeff

9/25/13

GSA.gov Mail - FW: Agency contingency plan

From: Sylvia Jones
Sent: Wednesday, September 25, 2013 10:11 AM
To: Jeff Rosen
Cc: Rebecca Cokley; Gary Blumenthal; Sylvia Jones
Subject: RE: Agency contingency plan

Jeff,

This is one of duties of the Executive Director. As you are aware, she did not appoint an successor in her planned absence and due to an abundance of work to include budget close out I am unable to take on additional responsibilities outside the scope of my duties.

Sylvia

From: Jeff Rosen
Sent: Wednesday, September 25, 2013 9:45 AM
To: Sylvia Jones
Cc: Rebecca Cokley; Gary Blumenthal
Subject: RE: Agency contingency plan

Sylvia -

This is a reminder that the draft contingency plan is due from you to Gary and myself no later than COB today.

I met with OMB yesterday and our budget examiner wrote to me this morning that the plan would be ideally provided them by tomorrow, but must be submitted no later than this Friday.

-Jeff

Jeff Rosen <jrosen@ncd.gov>

Wed, Sep 25, 2013 at 11:01 AM

To: Sylvia Jones <sjones@ncd.gov>

Co: Rebecca Cokley <rcokley@ncd.gov>, Gary Blumenthal <GBlumenthal@ncd.gov>

Sylvia,

Again I must resort to providing you with a direct order. Failure to follow this order could result in discipline up to and including removal.

While I understand that you are busy with end of year duties, and I recognize your comment that the contingency plan would normally be the responsibility of the Executive Director, I am ordering you to prepare the draft contingency plan as I requested in my email to you on Friday, September 20, 2013. You are directed to have the draft plan available for me and Gary by COB today.

-Jeff

<https://mail.google.com/mail/u/0/?ui=2&ik=2709411972&view=pt&search=inbox&th=1415021891801761>

4/7

From: Sylvia Jones

Sent: Wednesday, September 25, 2013 12:58 PM

To: Jeff Rosen

Cc: Rebecca Cokley; Gary Blumenthal; Sylvia Jones

Subject: FW: Agency contingency plan

Jeff,

As previously stated, it is the responsibility of the Executive Director to prepare the Agency Contingency Plan. Both you and Rebecca were notified and became aware of OMB's request on September 18, 2013 at 10:22 a.m. during which time both you and Rebecca were in the office for staff meeting. However neither of you took any action to ensure the plan was completed knowing that Rebecca would be going out on maternity leave. In fact, Rebecca never mentioned the request and you waited until she went out on maternity leave to unlawfully direct me to perform her duties. There are two additional office director's in NCD: 1) Gerrie Drake Hawkins; and 2) Anne Sommers. Out of the three director's here, I am the only director being targeted by you.

67

The Executive Director was negligent in her duties by not appointing an Interim Executive Director to ensure the plan and/or any other deliverables for which she was responsible were carried out. Per Office Directors...staff were informed by you during the staff meeting on Sept 18 that there was not a need for an Interim ED when Dr. Hawkins posed the question to you and Rebecca as to who would supervise the staff. Thus, I cannot understand why you continue to send me daily harassing emails to interrupt the order of the day to day operations issuing me unlawful directives.

Again, you are acting outside the scope of your authority. Please cease and desist further communication with me until the Executive Director returns to duty. If these actions continue to persist I will be forced to seek civil remedies.

As of September 19, 2013, I do not have a supervisor until Nov 4 when Rebecca returns to duty part-time. Therefore this is my last email to you.

Sylvia



Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>

FW: DEVIS

1 message

Jeff Rosen <jrosen@ncd.gov>

Tue, Sep 24, 2013 at 1:44 PM

To: "Lisa Brown-Gilmore - CPWA (lisa.gilmore@gsa.gov)" <lisa.gilmore@gsa.gov>, David Allen - WPG-C <david.allen@gsa.gov>

From: Sylvia Jones

Sent: Tuesday, September 24, 2013 12:22 PM

To: Jeff Rosen

Cc: Sylvia Jones; Rebecca Cokley

Subject: FW: DEVIS

Jeff,

Pursuant to NCD Authorizing Statute and the NCD Bylaws, the NCD Chair is not authorized to supervise office staff; nor is the NCD Chair responsible for managing the day to day operations of the office. Per the statute and the bylaws, the chairperson is responsible for the appointment, supervision, and at his/her discretion, **removal** of the Executive Director.

Your belief that I recused myself "simply because I disagreed with a decision" is a false statement and it also appears that you are mistaken about my duties as the Director of Administration. In accordance with the Federal Acquisition Regulation, the authority and responsibility to contract for authorized supplies and services is vested in a warranted Contracting Officer and/or the Agency Head.

Ms. Cokley issued me a direct order regarding this issues on June 28, 2013 and I complied with her direct order. Therefore I request that you cease and desist issuing any further communication to me on this issue due to the nature of the request as it pertains to a direct order issued to me by my supervisor.

Furthermore, your threats are unwarranted and unlawful as you are acting outside the scope of your duties. If you have any questions in the absence of the NCD General Counsel, please consult with GSA. Also, please note that these unlawful and retaliatory threats against me will be forwarded to the appropriate government officials.

- Sylvia

From: Jeff Rosen

Sent: Friday, September 20, 2013 1:12 PM

To: Sylvia Jones

Cc: Rebecca Cokley

10/28/13

GSA.gov Mail - FW: DEVIS

Subject: DEVIS

Sylvia,

I understand that you recused yourself from working on a contract to replace DEVIS. You have presented no legal reason why you recused yourself.

I believe you recused yourself simply because you disagreed with the decision. Disagreeing with a decision is not grounds for recusing oneself from performing their assigned duties.

The purpose of this message is to give you a direct order. Failure to follow this order could result in disciplinary action up to and including removal.

You are to perform the duties of your position, including working on the contract to replace DEVIS immediately or to present me with written material supporting your recusal showing why the contemplated action is illegal or against government wide regulations. This written material must be presented by COB September 24, 2013.

In addition if, in the future, you believe you must recuse yourself from performing your duties, you will provide similar written documentation supporting your request with that request.

-Jeff

Jeff Rosen <jrosen@ncd.gov>

Tue, Sep 24, 2013 at 7:54 AM

To: Lisa Brown-Gillmore - CPWA <lisa.gillmore@gsa.gov>

Cc: Rebecca Cokley <rcokley@ncd.gov>, David Allen - WPG-C <david.allen@gsa.gov>

Her auto answer is still in use as of this morning., which reads:

"Sylvia Jones Automatic reply: Thank you for your email. I'm currently in the office. However due to end of year budget and payroll close out I am unable to respond to emails. I will respond to all emails by the close of business Wednesday, September 25, 2013. Thank you, Sylvia"

She is continuing not to respond to any emails or calls from NCD management, including Gary. We are in a financial crisis mode as a result.

If Sylvia continues to refuse to cooperate today or tomorrow, NCD will be significantly harmed as a result. She is aware of our need through numerous emails and phone messages.

9/25/13

GSA.gov Mail - URGENT NCD directive to Ms. Meniffee



David Allen - WPG C <david.allen@gsa.gov>

URGENT NCD directive to Ms. Meniffee

5 messages

Jeff Rosen <jrosen@ncd.gov>
To: Sylvia Jones <sjones@ncd.gov>
Cc: Rebecca Cokley <rcokley@ncd.gov>

Mon, Sep 23, 2013 at 3:20 PM

Sylvia,

Your decision to stop reading emails or taking phone calls until September 25, 2013 is a gross neglect of your duty and will not be tolerated. I consider this to be a failure to perform the basic functions of your job. You are hereby directed to continue to read and respond to emails and telephone calls effective immediately. Failure to follow this direct order may lead to disciplinary action up to and including removal.

-Jeff

Jeff Rosen <jrosen@ncd.gov>
To: Stacey Brown <SBrown@ncd.gov>
Cc: Rebecca Cokley <rcokley@ncd.gov>

Tue, Sep 24, 2013 at 8:01 AM

Stacey -

Please print this email in full and place it under Sylvia's door.

Thank you.

-Jeff

From: Jeff Rosen
Sent: Monday, September 23, 2013 3:20 PM
To: Sylvia Jones
Cc: Rebecca Cokley
Subject: URGENT NCD directive to Ms. Meniffee

9/25/13

GSA.gov Mail - URGENT NCD directive to Ms. Menifee

To: "Lisa Brown-Gillmore - CPWA (lisa.gillmore@gsa.gov)" <lisa.gillmore@gsa.gov>, David Allen - WPG-C <david.allen@gsa.gov>
Cc: Rebecca Cokley <rcokley@ncd.gov>

Sylvia was handed a hard copy and she asked Stacey to forward the email to her.

From: Jeff Rosen

Sent: Tuesday, September 24, 2013 8:06 AM

To: Lisa Brown-Gillmore - CPWA (lisa.gillmore@gsa.gov); David Allen - WPG-C

[Quoted text hidden]

[Quoted text hidden]

Jeff Rosen <jrosen@ncd.gov>

Tue, Sep 24, 2013 at 8:58 AM

To: "Lisa Brown-Gillmore - CPWA (lisa.gillmore@gsa.gov)" <lisa.gillmore@gsa.gov>, David Allen - WPG-C <david.allen@gsa.gov>

Cc: Rebecca Cokley <rcokley@ncd.gov>

Sylvia's response below.

From: Sylvia Jones

Sent: Tuesday, September 24, 2013 8:39 AM

To: Jeff Rosen

Cc: Rebecca Cokley; Sylvia Jones

Subject: FW: URGENT NCD directive to Ms. Menifee

Jeff,

As stated on yesterday, pursuant to NCD Authorizing Statutue and the NCD Bylaws, the NCD Chair is not authorized to supervise office staff; nor is the NCD Chair responsible for managing the day to day operations of the office. Per the statute and the bylaws, the chairperson is responsible for the appointment, supervision, and at his/her discretion, removal of the Executive Director (only).

Stacey Brown is an employee under my supervision and it is inappropriate for you to involve my staff in your harassment and retaliatory attacks against me. Furthermore it is demaening and demoralizing for you to send such an unlawful and disrespectful email to my staff without having all the facts. As the NCD Chair and an Attorney I very concern over your intentional disregard for federal laws, regulations, and procedures.

My out of office was placed on due to these types of email distractions in order to allow me to close out the agency's annual budget. Julie Carrol was allowed to have her out of office email on for approximately three weeks while she allegedly dog trained and teleworked in NJ and you did not threaten her with this type of email. In fact you supported the endeavor.

Your threats are unwarranted and unlawful as you are acting outside the scope of your duties and the disrespect towards me in front of my staff is uncivil and displays a hostile work

9/25/13

GSA.gov Mail - URGENT NCD directive to Ms. Meniffee

environment. Therefore I request that you cease and desist issuing any further communication to me through my staff and/or any other NCD employee.

Please note that the inappropriate email sent to Stacey Brown at 8:01 am will be forwarded to the appropriate government officials shortly. If you have any questions in the absence of the NCD General Counsel, please consult with GSA.

-Sylvia

From: Stacey Brown
Sent: Tuesday, September 24, 2013 8:12 AM
To: Sylvia Jones
Subject: FW: URGENT NCD directive to Ms. Meniffee

FYI-Per your request.

From: Jeff Rosen
Sent: Tuesday, September 24, 2013 8:01 AM
To: Stacey Brown
Cc: Rebecca Cokley
Subject: FW: URGENT NCD directive to Ms. Meniffee

(Quoted text hidden)

No virus found in this message.
Checked by AVG - www.avg.com
Version: 2012.0.2242 / Virus Database: 3222/6194 - Release Date: 09/24/13

9/24/13

GSA.gov Mail - FW: Julie Leave



David Allen - WPG-C <david.allen@gsa.gov>

FW: Julie Leave

7 messages

Rebecca Cokley <rcokley@ncd.gov>

To: David Allen - WPG-C <david.allen@gsa.gov>

Mon, Sep 9, 2013 at 1:18 PM

See attached.

Rebecca Cokley
Executive Director
National Council on Disability
1331 F Street NW, Suite 850
Washington, DC 20004
202-272-2124 Voice
202-272-2074 TTY
202-272-2022 Fax
Rcokley@ncd.gov
Website: <http://www.ncd.gov>

—Original Message—

From: Julie Carroll

Sent: Tuesday, August 27, 2013 3:23 PM

To: Rebecca Cokley

Subject: RE: Julie Leave

Rebecca,

This is a reasonable accommodation issue - not an OPM issue. It was negotiated between me and my supervisor.

Julie

—Original Message—

From: Rebecca Cokley

Sent: Tuesday, August 27, 2013 3:21 PM

To: Julie Carroll

Subject: Re: Julie Leave

Keep me posted as to what she says. I'll reach out to OPM too.

Rebecca

Sent from my iPhone

On Aug 27, 2013, at 3:14 PM, "Julie Carroll" <JCarroll@ncd.gov> wrote:

>

>

> —Original Message—

> From: Sylvia Menifee

> Sent: Tuesday, August 27, 2013 3:12 PM

> To: Julie Carroll; Robyn Powell

> Subject: RE: Julie Leave

9/24/13

GSA.gov Mail - FW: Julie Leave

>
> Julie - I need to check OPM policy to see if you can be approved to telework on regular/consistent basis and on situational basis. To my knowledge you can only select one telework option (i.e. regular or episodic); both are considered medical telework however I will check the policy and get back to you with an answer soon.

>
>
>
> It appears that we may have to update the form but for now use the current version; Stacey can convert it for you.

>
>
>
>
> Thank you,

>
>
>
> Sylvia Menifee

> Director of Administration

> National Council on Disability

> 1331 F Street, NW, Suite 850

> Washington, DC 20004

> Ph: 202-272-2113

> Fax: 202-272-2022

> smenifee@ncd.gov

>
>
>
>
>
> CONFIDENTIALITY NOTICE: The information contained in this electronic correspondence is intended solely for the individual or entity named above and access by anyone else is unauthorized. If you are not the intended recipient, any disclosure, copying, distribution, or use of the contents of this information is prohibited without express permission. If you have received this electronic transmission in error, please reply immediately to the sender that you have received the message in error, and delete it. Thank you. The information contained herein does not reflect any official position or statement of the Members or staff of the National Council on Disability (NCD).

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> —Original Message—

> From: Julie Carroll

> Sent: Tuesday, August 27, 2013 2:47 PM

> To: Sylvia Menifee; Robyn Powell

> Subject: RE: Julie Leave

8/24/13

GSA.govMail - FW: Julie Leave

the individual or entity named above and access by anyone else is unauthorized. If you are not the intended recipient, any disclosure, copying, distribution, or use of the contents of this information is prohibited without express permission. If you have received this electronic transmission in error, please reply immediately to the sender that you have received the message in error, and delete it. Thank you. The information contained herein does not reflect any official position or statement of the Members or staff of the National Council on Disability (NCD).

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> —Original Message—

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> From: Julie Carroll

>

> Sent: Tuesday, August 27, 2013 1:48 PM

>

> To: Sylvia Menifee; Robyn Powell

>

> Subject: RE: Julie Leave

>

>

> I worked from home - a conference call re planning regional forums, emails, setting up meetings, and attending a webinar.

>

>

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> —Original Message—

>

> From: Sylvia Menifee

>

> Sent: Tuesday, August 27, 2013 1:47 PM

>

> To: Robyn Powell

>

> Cc: Julie Carroll

>

> Subject: FW: Julie Leave

>

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> Hi Robyn,

>

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> Julie was out for the entire day on 8/28. The attached leave slip only covers 4 hours of sick leave versus 8 hours. Please advise...

>

>

>

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>

From: Sylvia Menifee
Sent: Thursday, September 12, 2013 2:01 PM
To: Rebecca Cokley
Cc: Sylvia Menifee; DrGerrie Hawkins
Subject: RE: Julie's telework plan

Rebecca,

Please provide me with information source and/or federal regulation for which you state you researched the issue in order to make your determination.

Sylvia

From: Rebecca Cokley

<https://mail.google.com/mail/u/0/?ui=2&ik=2709411972&view=pt&cat=Menifee&search=cal&th=14113562c4ec3bc4>

1/2

24/13

GSA.gov Mail - FW: Julie's telework plan

Sent: Wednesday, September 11, 2013 9:52 AM
To: Sylvia Menifee
Cc: Julie Carroll; Joan Durocher; Lynnae Rutledge
Subject: Julie's telework plan

Sylvia

I have researched this issue and there is no prohibition in having a flexible telework arrangement with different types of telework. The acting Director of Policy has signed off.

Please process the agreement by COB 9/12/13 or provide me with specific reasons why it cannot be legally processed.

Rebecca Cokley

Executive Director

National Council on Disability

1331 F Street NW, Suite 850

Washington, DC 20004

202-272-2124 Voice

202-272-2074 TTY



David Allen - WPG-C <david.allen@gsa.gov>

Ms. Carroll's telework

1 message

Jeff Rosen <jrosen@ncd.gov>
To: Sylvia Jones <s.jones@ncd.gov>
Cc: Rebecca Cokley <rcokley@ncd.gov>

Thu, Sep 19, 2013 at 12:52 PM

Sylvia,

I write in Ms Cokley's absence.

This is in regards to Ms. Carroll's telework plan. This was researched on OPM .gov at http://www.telework.gov/guidance_and_legislation/telework_guide/telework_guide.pdf In addition they provided the following guidance to your specific question to Ms. Margaret Higgins, Human Resources Specialist, at GSA (202-501-3764).

You are correct. While OPM's Telework Guide breaks down types of telework into two groups: 1) routine telework (telework that occurs as part of an ongoing, regular schedule, and 2) situational telework (telework approved on a case-by-case basis where the hours worked are not part of a previously approved, ongoing and regular telework schedule), our policy guidance only states that any employee who wishes to telework (regardless of type) must first complete telework training and have a written telework agreement in place (see page 4 of the Telework Guide). I might also add that the Telework Enhancement Act gave each Executive agency the exclusive authority to establish its own telework policy (subject to the limitations described in the law – e.g. written agreement). The language also specifically states the telework agreement is entered into between the manager and the employee and should outline the specific work arrangement that is agreed to between the two. This should ensure maximum flexibility is in the hands of the agency and manager in order to meet agency mission and operational/organizational needs. Remember one of the most common uses of situational telework is 'unscheduled telework' in the event of a weather related and other emergencies, which again lends further credence to the flexibility agencies and managers exercise in the use of telework as a strategic management tool. Thus in sum, unless GSA's telework policy disallows the flexibility that is described in this scenario, each individual manager has the discretion to establish routine telework schedules and to modify those arrangements on a temporary/case-by-case basis to allow for situational telework to meet organizational needs. A caveat to this, of course, is a case in which an employee moves from a purely situational telework schedule to a routine telework schedule (or vice versa). In that case, the telework agreement should be modified to reflect permanent changes to the telework agreement.

I believe you would agree that an employee with an agreement for only regular telework, could telework during a weather emergency (situational).

Please process Ms. Carroll's telework agreement by COB 9-20-13 or provide me written regulations that prevent you from doing so.

-Jeff

From: Nick Rushizky <nrushizky.cntr@ncd.gov>
Date: September 13, 2013, 6:53:35 PM EDT
To: Rebecca Cokley <rcokley@ncd.gov>, Robyn Powell <RPowell@ncd.gov>
Subject: Email request

I got a call this afternoon from my boss at Global Networkers, William Haygood, informing me that he'd been contacted by Sylva. He put it as being very strictly told by Sylva to make sure I comply with a FOIA request for emails which I apparently will be seeing next week.

I don't know the proper legal channels for how this is supposed to be handled, and I want to make sure I'm doing it properly. I'm betting that letting you know is the right start.

If there's anything else I need to do, please let me know. You can also call me whenever you need - 202-841-2616.

Nick

To: David Allen - WPG-C <david.allen@gsa.gov>
Cc: Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>, Rebecca Cokley <rcokley@ncd.gov>

David,

Thanks for your time. In reference to the aforementioned conversation with Sylvia Meniffee Jones, I was contacted last week by Sylvia. She was working from home, so I didn't recognize the number as it was blocked to my mobile phone. She told me that she was working from home, but wanted to make me aware of a situation. She said that we would receive a request dealing with the Freedom of Information Act. As my COTR, she wanted to discuss with me versus my onsite consultant (Nick Rushizky) according to contract. She said that she wanted me to tell Nick to follow the law and provide the information requested of him. She didn't say what or when the information would be, but wanted to remind me to remind him that we needed to follow the law and provide the requested information.

I let Nick know that very thing on Friday and that I was coming to meet with Sylvia on Monday to discuss contract performance. He was unaware of this FOIA request at that time and said of course he would follow what was asked of him.

We, as a company nor Nick, have a history of not being compliant with requests. I felt comfortable letting Sylvia know that whatever was requested would be provided -as always.

That's all the detail I have of the conversation. If you or Ms. Cokley have additional questions, concerns, or requests, we will be happy to comply. I would like to request that I be made aware of conversations that are being had directly with Nick Rushizky in reference to anything having to do with a legal matter as Nick is my employee (and has been for a long time) but he is not authorized to respond to legal inquiries on behalf of Global Networkers and the status of our contract. He, of course, can answer questions requested of him that may aid you in any way, but I would like to be aware of the context as this has the potential of being a stressful situation at his workplace.

Thanks so much for your time and consideration.

Sincerely,

William

William Haygood, President & CEO

Global Networkers

(704) 343-0094 ext. 202

(704) 724-3330 (mobile)



globalnetworkers.

<http://www.globalnetworkers.com>

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:Lisa.Brown-Gilmore@gsa.gov)
To: [Rebecca Cokley](mailto:Rebecca.Cokley@ncd.gov)
Date: 10/25/2013 8:19:32 AM
Subject: Fwd: A&F Meeting

Hi Rebecca,

Why is Gary sending this out?

Sent from my iPhone

Begin forwarded message:

From: Gary Blumenthal <GBlumenthal@ncd.gov>
Date: October 25, 2013, 7:34:19 AM EDT
To: Sylvia Jones <sjones@ncd.gov>
Cc: "Lisa Brown-Gilmore - CPWA, (lisa.gilmore@gsa.gov)" <lisa.gilmore@gsa.gov>, Jeff Rosen <jrosen@ncd.gov>, Rebecca Cokley <rcokley@ncd.gov>, Pam Holmes <PHolmes@ncd.gov>, Ari Neeman <ANeeman@ncd.gov>, Kamilah Martin-Proctor <KMartin-Proctor@ncd.gov>, "Lynnae Ruttledge" <lruttledge@ncd.gov>, Stephanie Orlando <SOrlando@ncd.gov>, "Clyde Terry" <CTerry@ncd.gov>
Subject: A&F Meeting

Sylvia,

Please prepare a memo for the A&F Committee detailing the allegations of fraud that have referenced previously in need of corrective action. Please indicate what corrective action needs to be executed. I would request receipt of this document by Wednesday, October 30, 2013. When I receive the memo, I will schedule a meeting with the A&F Committee to review, in which we would review these concerns with you.

Also by the end of today, I would renew my request for an update on reimbursement status for members, as well as payroll . I and others have not received reimbursements due, nor scheduled payroll payment due today.

Also, by the end of today, I rewuest for the third time that you respond to my request for the contact information for NCD's auditors. In light of your failure to notify me of the first entrance meeting as you were directed, I would appreciate this information immediately.

Gary

Sent from my Verizon Wireless 4G LTE smartphone

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:lisa.gilmore@gsa.gov)
To: [Jeff Rosen](mailto:jrosen@ncd.gov)
Date: 9/23/2013 3:32:52 PM
Subject: Re: Can you and I speak this afternoon

ok I will check on that as well.

On Mon, Sep 23, 2013 at 3:24 PM, Jeff Rosen <jrosen@ncd.gov> wrote:

Thank you Lisa, I was in the middle of asking you for a draft email when I got one from you.

I have asked Gary to speak with Tom Hodnett at GSA to see if we can process directly with GSA the approved items in case Sylvia continues her uncooperative conduct. We will see what we can do on that end.

Appreciate the collaborative problem solving approach we are taking here.

-Jeff

From: Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>
Sent: Monday, September 23, 2013 3:17 PM
To: Jeff Rosen
Cc: Gary Blumenthal; David Allen - WPG-C
Subject: Re: Can you and I speak this afternoon

(b) (5)

On Mon, Sep 23, 2013 at 2:48 PM, Jeff Rosen <jrosen@ncd.gov> wrote:

I will call you now.

From: Gary Blumenthal <garyblumenthal@addp.org>
Sent: Monday, September 23, 2013 2:41 PM
To: Jeff Rosen
Cc: David Allen - WPG-C
Subject: Can you and I speak this afternoon

To make matters even more difficult, Sylvia is not reading her emails or taking phone calls. If you will approve

of my flying into DC tomorrow or Wednesday, I am prepared to be in the office to facilitate the closing of the budget which is becoming increasingly difficult as Ms. Meniffee is working in isolation and unresponsiveness to any supervision.

Gary

--

Lisa Gilmore
Human Resources Specialist (Employee Relations)
Washington Area Operations Center
Employee Relations Branch-CPWA
301 7th Street, S.W., Room 1022
Washington, DC 20407
[202-205-4929](tel:202-205-4929) Desk
[202-\(b\)\(5\)](tel:202-(b)(5)) Mobile Phone
[202-708-5377](tel:202-708-5377) fax



https://docs.google.com/a/gsa.gov/forms/d/1nhjCN6rnQLHds76fKF2MsLyLHchZpKL7e_LIZjNJlr0/vi ewform

--

Lisa Gilmore
Human Resources Specialist (Employee Relations)
Washington Area Operations Center
Employee Relations Branch-CPWA
301 7th Street, S.W., Room 1022
Washington, DC 20407
[202-205-4929](tel:202-205-4929) ♦ Desk
[202-\(b\)\(5\)](tel:202-(b)(5)) Phone
202-708-5377 fax

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:lisa.gilmore@gsa.gov)
To: [Rebecca Cokley](#)
Date: 10/21/2013 3:57:48 PM
Subject: Questions

Hi Rebecca,

Approximately what time did Sylvia's husband come in to the office? ♦ Also is there a sign in sheet in the front of the building for visitors? ♦ If so, can you get a copy?

--

Lisa Gilmore
Human Resources Specialist (Employee Relations)
Washington Area Operations Center
Employee Relations Branch-CPWA
301 7th Street, S.W., Room 1022
Washington, DC 20407
202-205-4929 ♦ Desk
202-(b) (5) Phone
202-708-5377 fax



https://docs.google.com/a/gsa.gov/forms/d/1nhjCN6rnQLHds76fKF2MsLyLHchZpKL7e_LIZjNJlr0/vie wform

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:lisa.gilmore@gsa.gov)
To: [Rebecca Cokley](#)
Date: 10/17/2013 1:39:10 PM
Subject: Re:

(b) (5)

On Thu, Oct 17, 2013 at 12:49 PM, Rebecca Cokley <rcokley@ncd.gov> wrote:
Lisa

(b) (5)

Sent from my iPad

On Oct 17, 2013, at 12:35 PM, "Lisa Brown-Gilmore - CPWA" <lisa.gilmore@gsa.gov> wrote:

(b) (5)

Lisa Gilmore
Human Resources Specialist (Employee Relations)
Washington Area Operations Center
Employee Relations Branch-CPWA
301 7th Street, S.W., Room 1022

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:lisa.gilmore@gsa.gov)
To: Rebecca Cokley
Date: 11/21/2013 12:24:08 PM
Subject: Re: FW: NCD 4th Qtr. Fluctuation Analysis

excellent!

On Thu, Nov 21, 2013 at 11:22 AM, Rebecca Cokley <rcokley@ncd.gov> wrote:
Lisa

I made one edit. Give me your thoughts.

Rebecca

From: Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>
Sent: Thursday, November 21, 2013 11:21 AM
To: Rebecca Cokley
Subject: Re: FW: NCD 4th Qtr. Fluctuation Analysis

(b) (5)

On Thu, Nov 21, 2013 at 10:51 AM, Rebecca Cokley <rcokley@ncd.gov> wrote:
Lisa

I sent time-sensitive information to the accountants in Kansas City yesterday and signed off on them uploading the information to the system. Sylvia sent me further feedback after I gave GSA the go-ahead and she responded below.

Do you have any thoughts on how I should respond?

Rebecca

From: Sylvia Jones
Sent: Thursday, November 21, 2013 9:05 AM
To: Rebecca Cokley
Cc: Jonathan Kuniholm
Subject: FW: NCD 4th Qtr. Fluctuation Analysis

Rebecca,

Yesterday afternoon at 4:50 pm I reach out to you requesting additional information for submission of the subject analysis to OMB and at the close of business I was still awaiting a response from you.

This morning I was informed by Mark Whittemore that you sent him comments on fluctuation analysis and granted him the authority to upload the final version of the analysis to the MAX community. This is very troubling to me as this is one of my duties and you intentionally excluded me from the email communication and have now remove yet another one of my duties.

I try really hard to work with you as a professional and you continue to operate behind my back which has led to internal control and audit issues in the agency. The previous Executive Director kept me in the loop on all budgetary and operational matters.

In an effort for me to successfully and professionally carry out my assigned duties and for accountability purposes, it would be helpful for me to know what budgetary functions and authorities I still have and those you have removed from me.

I copied Mr. Kuniholm to this email **only** due to his role as the A&F Chair. Jon - if you believe this is an email that you need to share with the attorney's, please feel free to do so as I will be reporting this act to the appropriate authorities as well.

Sylvia

From: Mark Whittemore - BCED <mark.whittemore@gsa.gov>

Sent: Thursday, November 21, 2013 7:50 AM

To: Sylvia Jones

Cc: Julianne White; Rebecca Cokley

Subject: Re: NCD 4th Qtr. Fluctuation Analysis

Good morning Sylvia,

Rebecca actually was able to provide me some comments and granted me the authority to upload the final version of the fluctuation analysis to the MAX community. This has been completed as of this morning.

Thanks and have a great day!

Mark Whittemore, CGFM, CFE

Accountant

General Services Administration (GSA)

External Services Branch (BCED)

mark.whittemore@gsa.gov

1500 E. Bannister Road

Kansas City, MO, 64131

Phone: [816-823-4581](tel:816-823-4581)

Fax: [816-926-3642](tel:816-926-3642)

On Wed, Nov 20, 2013 at 4:06 PM, Sylvia Jones <sjones@ncd.gov> wrote:

Hi Mark,

NCD comments on the 4th Qtr. Fluctuation Analysis were due to you by cob today. Please note that I am awaiting clarification information from Rebecca before I can submit. I hope to get the comments and the report back to you by or before noon tomorrow.

Thank you,

Sylvia

From: Mark Whittemore - BCED <mark.whittemore@gsa.gov>

Sent: Wednesday, October 30, 2013 4:30 PM

To: Sylvia Jones

Cc: Julianne White; Rebecca Cokley

Subject: NCD 4th Qtr. Fluctuation Analysis

Good afternoon Sylvia,

I am attaching the Fluctuation Analysis for you to review and comment on. Please provide comments by **COB November 20, 2013**. I will then prepare the reports that you need to submit to OMB. Per OMB Circular A-136 you are required to submit this report. A few points that the circular states are:

* The analysis should be only on the significant variances between the current quarter and the same quarter from the prior year. Management has discretion on what constitutes a significant variance. Do not provide variances for each line item, but only the top three line items with significant fluctuations from the prior year.

* If a financial statement does not have significant variances between the comparative periods, then note that in the analysis.

If you know your criteria that you would like to set for what constitutes a significant variance, please let me know. For example, you can set your criteria for a certain percentage change or even by the dollar amount change.

I need you to determine which lines in the Fluctuation Analyses constitute a significant variance. This is up to you for what you determine to be significant. **Please insert your comment on the spreadsheet for the line items you determine to be a significant variance and return the worksheet to me.** The comment needs to be a simple statement as to why there is a variance. I will then prepare the Fluctuation Analysis Report. As noted in the circular, if you determine a financial statement to not have a significant variance, please note that in the analysis also. If you have any questions, please let me know.

Thanks and have a great day!

Mark Whittemore, CGFM, CFE

Accountant

General Services Administration (GSA)

External Services Branch (BCED)

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:lisa.gilmore@gsa.gov)
To: [Rebecca Cokley](mailto:rcokley@ncd.gov)
Date: 10/31/2013 9:55:20 PM
Subject: Re: timecards for members

We will add this to her refusal to follow orders. Sin edge us not doing the time cards you will have to do them.
Lets discuss tomorrow afternoon

Sent from my iPhone

On Oct 31, 2013, at 12:33 PM, Rebecca Cokley <rcokley@ncd.gov> wrote:

FYI.

From: Sylvia Jones
Sent: Thursday, October 31, 2013 12:30 PM
To: Rebecca Cokley
Cc: Sylvia Jones
Subject: RE: timecards for members

Rebecca,

On June 27, 2013 I requested a meeting with council membersto internal issues within the organization to include "abuse of time and attendance." On June 28, 2013 you sent me a direct order to "channel my complaints to the appropriate authorities." You further stated that failure to do so would result in disciplinary action up to and including removal from the NCD. I followed your direct order and reported the issue to the appropriate authorities therefore I cannot certify the the timecards of Jeff Rosen or any others that I'm not 100% comfortable signing pending investigation.

If you are 100% comfortable with the hours submitted by Jeff and/or others, please contact GSA for access and/or authorization to approve. Documentation for Gary Blumenthal's hours for pay period 21 was received from Stacey Brown on Friday, October 25 at 9:54 a.m., which I will certify.

Your order to contact members by email tomorrow "if we are missing timecards for a certain period" is unclear especially since members are intermittent employees and would not claim hours each pay period. Per my end of year email to members and staff on August 14, the last day to submit amended timecards for FY13 was September 4. Please clarify.

In closing... emails such as this is what we discussed previously regarding professionalism and respect. As I pointed out to you before, you do not speak to the white staff in the tone that you speak to me in email and please note that all your emails are being forwarded to the appropriate government authorities. Your tone in email towards me is unwarranted and without merit.

Sylvia

From: Rebecca Cokley
Sent: Thursday, October 31, 2013 11:11 AM
To: Sylvia Jones
Subject: timecards for members

Mrs. Jones,

Prior to the government shutdown, you failed to certify Jeff Rosen's time cards. I am directing you to ensure that time cards for all members from pay periods 19-22 are processed and certified by noon tomorrow (11-1-13). If we are missing timecards for a certain period from members, an email should be sent by tomorrow noon requesting them. Failure to follow this direct order may lead to disciplinary action, up to and including removal from the Federal service. This is a very serious concern and I expect you to follow this direct order.

Rebecca

Sent from my iPad

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:lisa.gilmore@gsa.gov)
To: [Rebecca Cokley](#)
Date: 12/18/2013 1:48:24 PM
Subject: Re: 14 Day Suspension For Your Review

Hi Rebecca,

I tried to call but your mail box is full. ♦ Please call me, thanks.

On Wed, Dec 18, 2013 at 11:34 AM, Rebecca Cokley <rcokley@ncd.gov> wrote:

Ok.

Rebecca Cokley
Executive Director
National Council on Disability
1331 F Street NW, Suite 850
Washington, DC 20004
[202-272-2124](tel:202-272-2124) Voice
[202-272-2074](tel:202-272-2074) TTY
[202-272-2022](tel:202-272-2022) Fax
Rcokley@ncd.gov
Website: <http://www.ncd.gov>

From: Lisa Brown-Gilmore - CPWA [mailto:lisa.gilmore@gsa.gov]
Sent: Wednesday, December 18, 2013 11:27 AM
To: Rebecca Cokley
Subject: Fwd: 14 Day Suspension For Your Review



Hi Rebecca,



Please see Brenda's comments to the decision letter. ♦ I will call you to discuss. ♦ Thanks

----- Forwarded message -----

From: Brenda Ward - LG <brenda.ward@gsa.gov>
Date: Wed, Dec 18, 2013 at 11:05 AM
Subject: Re: 14 Day Suspension For Your Review
To: Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>

(b) (5)

(b) (5)

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On Tue, Dec 17, 2013 at 2:07 PM, Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov> wrote:

(b) (5)



On Tue, Dec 17, 2013 at 1:50 PM, Brenda Ward - LG <brenda.ward@gsa.gov> wrote:

(b) (5)

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On Wed, Dec 11, 2013 at 7:26 PM, Brenda Ward - LG <brenda.ward@gsa.gov> wrote:

(b) (5)

(b) (5)

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(b) (5)



Lisa Gilmore

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:lisa.gilmore@gsa.gov)
To: [Rebecca Cokley](#)
Date: 12/12/2013 2:40:10 PM
Subject: Re: FW: Time off awards

Did he process them?

On Thu, Dec 12, 2013 at 1:36 PM, Rebecca Cokley <rcokley@ncd.gov> wrote:
Just as an FYI.



Rebecca Cokley
Executive Director
National Council on Disability
1331 F Street NW, Suite 850
Washington, DC 20004
[202-272-2124](tel:202-272-2124) Voice
[202-272-2074](tel:202-272-2074) TTY
[202-272-2022](tel:202-272-2022) Fax
Rcokley@ncd.gov
Website: <http://www.ncd.gov>



From: Maurice Hubbard - CPW [mailto:maurice.hubbard@gsa.gov]
Sent: Thursday, December 12, 2013 1:35 PM
To: Rebecca Cokley
Subject: Re: Time off awards



Thank you.

On Dec 12, 2013, at 12:08, Rebecca Cokley <rcokley@ncd.gov> wrote:

Maurice



Please process time off awards for the attached individuals. Thank you.



Rebecca Cokley

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:lisa.gilmore@gsa.gov)
To: [Rebecca Cokley](#)
Date: 10/25/2013 11:43:18 AM
Subject: Re: NCD Member payroll

Not sure I will check

Sent from my iPhone

On Oct 25, 2013, at 11:15 AM, Rebecca Cokley <rcokley@ncd.gov> wrote:

FYI.

also, do you know if council members get paid through the furlough? I don't remember reading any guidance on that other than that full time employees were covered and contractors were not.

Rebecca

Sent from my iPad

Begin forwarded message:

From: Stacey Brown <SBrown@ncd.gov>
Date: October 25, 2013, 7:54:52 AM EDT
To: Gary Blumenthal <garyblumenthal@addp.org>
Cc: Rebecca Cokley <rcokley@ncd.gov>, Jeff Rosen <jrosen@ncd.gov>
Subject: RE: NCD Member payroll

I amended everyones time card as instructed by payroll on 10/17 Kansas City should have processed it. I will call them this morning once someone has arrived and Ill notify you as to why.

Stacey

From: Gary Blumenthal [<mailto:garyblumenthal@addp.org>]
Sent: Friday, October 25, 2013 4:30 AM
To: Stacey Brown; Rebecca Cokley; Jeff Rosen
Subject: RE: NCD Member payroll

Stacey, I did not receive any payroll payment in my account. Could you find out why? Gary

On Oct 24, 2013 3:25 PM, "Stacey Brown" <SBrown@ncd.gov> wrote:

Yes.

From: Gary Blumenthal [<mailto:garyblumenthal@addp.org>]
Sent: Thursday, October 24, 2013 3:24 PM
To: Stacey Brown
Cc: Rebecca Cokley
Subject: RE: NCD Member payroll

Will pay period 21 be paid tomorrow.?

On Oct 24, 2013 3:15 PM, "Stacey Brown" <SBrown@ncd.gov> wrote:

Dear Rebecca:

Pay Period 19 -Jeff Rosens timecard is unsigned for **26 hours**

Pay Period 20-Jeff Rosens timecard is unsigned for **40hrs**.

Pay Period 21- covers **Sept. 22- Oct. 5** Gary Blumenthal was the only Council member that submitted a timecard for time worked during this pay period.

Pay Period 22- covers **Oct. 6- Oct.19** No timecards from Council members.

Pay Period 21 The time cards due email should have been submitted to Council members on October 2 and October 16 but do to the government shutdown that did not occur which would have covered Pay Period 22.

Thanks.

From: Rebecca Cokley

Sent: Thursday, October 24, 2013 12:34 PM

To: Gary Blumenthal

Cc: Stacey Brown

Subject: Re: NCD Member payroll

Gary

Our brains must be overlapping, I just called Stacey and requested the same thing. He'll get us an update today.

Thanks.

Rebecca

Sent from my iPad

On Oct 24, 2013, at 12:32 PM, "Gary Blumenthal" <garyblumenthal@addp.org> wrote:

Stacey, can you confirm for me which Members payroll was processed for payment tomorrow.
Also, when is next payroll summary due from members.? I have been asked to update E Board.

No virus found in this message.

Checked by AVG - www.avg.com

Version: 2012.0.2242 / Virus Database: 3222/6278 - Release Date: 10/24/13

No virus found in this message.

Checked by AVG - www.avg.com

Version: 2012.0.2242 / Virus Database: 3222/6278 - Release Date: 10/24/13

No virus found in this message.

Checked by AVG - www.avg.com

Version: 2012.0.2242 / Virus Database: 3222/6280 - Release Date: 10/25/13

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:lisa.gilmore@gsa.gov)
To: [Rebecca Cokley](mailto:rcokley@ncd.gov)
Date: 10/23/2013 12:58:06 PM
Subject: Re: Harrassing Phone Call...

I checked my emails and didn't see it. ♦ If you don't have one, please do something for the record and cc me? thanks

On Wed, Oct 23, 2013 at 12:28 PM, Rebecca Cokley <rcokley@ncd.gov> wrote:

i think i may have sent you an email after i spoke with her. let me check. if not, should I do it ♦ now?

On Oct 23, 2013, at 12:24 PM, "Lisa Brown-Gilmore - CPWA" <lisa.gilmore@gsa.gov> wrote:

Rebecca,

(b) (5)

On Mon, Sep 30, 2013 at 1:42 PM, Rebecca Cokley <rcokley@ncd.gov> wrote:
FYI

Sent from my iPad

Begin forwarded message:

From: Sylvia Jones <sjones@ncd.gov>
Date: September 30, 2013, 1:38:56 PM EDT
To: Rebecca Cokley <rcokley@ncd.gov>
Cc: Sylvia Jones <sjones@ncd.gov>
Subject: Harrassing Phone Call...

The purpose of this email is to document an unpleaseant and harassing phone call that I received from you around 12:20 p.m. today alarmingly questioning me (while out on maternity leave) as to who was the gentleman in my office as if I'm not authorized visitors. You also questioned me as to what I was "working on for the day." Per my conversation with other Director's you did not call them to inquire "what they were working on."

You alleged that you received several phone calls from staff stating that it sounded as if I was packing. This is an extreme level of harassment and a violation of my rights to privacy and it is obvious that you have a staff member spying on me in your absence. I've spoken to everyone in the office and all staff denies making such a report to you.

Please cease and desist from this type of harassment and please be advised that I will be seeking legal remedies upon receiving another harassing email and/or phone call. Also be advised that this type of behavior is unhealthy for the work environment and is affecting the health of me and others. I will also be reporting this extreme incident to the appropriate

government officials.

Sylvia

--

Lisa Gilmore
Human Resources Specialist (Employee Relations)
Washington Area Operations Center
Employee Relations Branch-CPWA
301 7th Street, S.W., Room 1022
Washington, DC 20407
202-205-4929 ♦ Desk
202-(b) (5) Phone
[202-708-5377](tel:202-708-5377) fax



https://docs.google.com/a/gsa.gov/forms/d/1nhjCN6rnQLHds76fKF2MsLyLHchZpKL7e_LIZjNJlr0/viewform

--

Lisa Gilmore
Human Resources Specialist (Employee Relations)
Washington Area Operations Center
Employee Relations Branch-CPWA
301 7th Street, S.W., Room 1022
Washington, DC 20407
202-205-4929 ♦ Desk
202-(b) (5) Phone
202-708-5377 fax

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:lisa.gilmore@gsa.gov)
To: [Rebecca Cokley](#)
Date: 10/25/2013 6:36:40 AM
Subject: Fwd: FOR YOUR ACTION: NCD Organizational Needs Action Plan

Hey Rebecca

Who is Carla and what does her email say? I am not remembering this person

Sent from my iPhone

Begin forwarded message:

From: Gary Blumenthal <GBlumenthal@ncd.gov>
Date: October 24, 2013, 5:19:22 PM EDT
To: Jeff Rosen <jrosen@ncd.gov>, Gary Blumenthal <garyblumenthal@addp.org>, Lynnae Ruttledge <lruttledge@ncd.gov>, Kamilah Martin-Proctor <KMartin-Proctor@ncd.gov>, Stephanie Orlando <SOlando@ncd.gov>, Clyde Terry <CTerry@ncd.gov>, Clyde Terry <cterry@gsil.org>
Cc: Rebecca Cokley <rcokley@ncd.gov>, Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>
Subject: RE: FOR YOUR ACTION: NCD Organizational Needs Action Plan

(b) (5)

From: Jeff Rosen
Sent: Thursday, October 24, 2013 5:16 PM
To: Gary Blumenthal; Gary Blumenthal; Lynnae Ruttledge; Kamilah Martin-Proctor; Stephanie Orlando; Clyde Terry; Clyde Terry
Cc: Rebecca Cokley; Lisa Brown-Gilmore - CPWA
Subject: RE: FOR YOUR ACTION: NCD Organizational Needs Action Plan
In any event, I think its critical that the Executive Committee communicates to the full Council. IN light of the circumstances, I would rather that the email be drafted either for me or circulated by someone on the EC.
Thanks.

From: Jeff Rosen
Sent: Thursday, October 24, 2013 5:09 PM
To: Gary Blumenthal; Gary Blumenthal; Lynnae Ruttledge; Kamilah Martin-Proctor; Stephanie Orlando; Clyde Terry; Clyde Terry
Cc: Rebecca Cokley; Lisa Brown-Gilmore - CPWA
Subject: RE: FOR YOUR ACTION: NCD Organizational Needs Action Plan
Gary - I think thats a reasonable approach.
All, I'm as shaken as you are regarding the vitriol in Carla's latest note. I need to ask Lisa when shes back in the office what we should do about the escalation.
-Jeff

From: Gary Blumenthal <garyblumenthal@addp.org>

Sent: Thursday, October 24, 2013 5:04 PM

To: Jeff Rosen; Gary Blumenthal; Lynnae Ruttledge; Kamilah Martin-Proctor; Stephanie Orlando; Clyde Terry; Clyde Terry

Cc: Rebecca Cokley; Lisa Brown-Gilmore - CPWA

Subject: RE: FOR YOUR ACTION: NCD Organizational Needs Action Plan

Jeff,

Please allow me to think aloud about A&F Committee holding a meeting to hear Sylvia. I wonder if she will accuse us of bias from the get go because of her already lodged suggestion that we have colluded together. Before I ask her to submit her documentation, may I suggest that we ask confirm that someone from GSA financial will attend to take the lead in asking questions and conducting the committee meeting and inquiry. Ari is out of town November 4-8, I haven't yet spoken with Kamilah or Pam and don't know their schedules.

We could do a meeting on October 30 at 2pm with Ari and Pam phoning in; and Kamilah and I on site with a GSA rep.

What do you think?

Gary

Gary H. Blumenthal

President and CEO

Association of Developmental Disabilities Providers

1671 Worcester Road, Suite 201

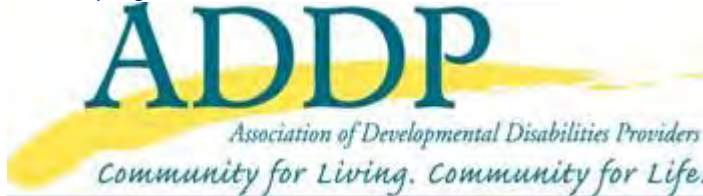
Framingham, Massachusetts 01701

voice: 508-405-8000

fax: 508-405-8001

cell: 617-997-9889

www.addp.org



From: Jeff Rosen [mailto:jrosen@ncd.gov]

Sent: Thursday, October 24, 2013 12:26 PM

To: Gary Blumenthal; Lynnae Ruttledge; Kamilah Martin-Proctor; Stephanie Orlando; Clyde Terry; Clyde Terry; garyblumenthal@addp.org

Cc: Rebecca Cokley; Lisa Brown-Gilmore - CPWA

Subject: RE: FOR YOUR ACTION: NCD Organizational Needs Action Plan

Thanks Gary. Hope the mental health conference (with VP Biden attending) is going well, look forward to a report about it.

Rebecca, please send out an email to the Council members with an update regarding member salary, time cards and reimbursement of their expenses. If possible, an email today would be good. I have not received member salary for the time worked prior to the federal shutdown and members haven't seen for some time the usual request for time cards. Appreciate it.

-Jeff

From: Gary Blumenthal

Sent: Thursday, October 24, 2013 12:19 PM

To: Jeff Rosen; Lynnae Ruttledge; Kamilah Martin-Proctor; Stephanie Orlando; Clyde Terry; Clyde Terry; garyblumenthal@addp.org

Cc: Rebecca Cokley; Lisa Brown-Gilmore - CPWA

Subject: RE: FOR YOUR ACTION: NCD Organizational Needs Action Plan

I am out of the Office today but will schedule and follow up tomorrow.

Sent from my Verizon Wireless 4G LTE smartphone

----- Original message -----

From: Jeff Rosen <jrosen@ncd.gov>

Date: 10/24/2013 8:57 AM (GMT-05:00)

To: Lynnae Rutledge <lrutledge@ncd.gov>, Kamilah Martin-Proctor <KMartin-Proctor@ncd.gov>, Stephanie Orlando <SOlando@ncd.gov>, Clyde Terry <CTerry@ncd.gov>, Clyde Terry <cterry@gsil.org>, Gary Blumenthal <GBlumenthal@ncd.gov>, garyblumenthal@addp.org
Cc: Rebecca Cokley <rcokley@ncd.gov>, Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>
Subject: RE: FOR YOUR ACTION: NCD Organizational Needs Action Plan

Please find attached & copied below a revised draft plan with several significant edits which I will walk through and ask for your input on several highlighted points.

Co-vice chairs Kamilah and Lynnae will facilitate the special meeting of the Council. They have already started this work. I will take a very light hand in this proceeding to make sure that this is free from any perception of bias. Along those lines, Rebecca and I will ask the EC for input on some administrative decisions that we ordinarily make, again to ensure that these decisions are free of any perceptions of bias.

Members have contacted me, and I'm sure you as well, about their concerns about being in the dark and wanting to know more how they can respond to the allegations of racism and disability discrimination. **Should we announce to members today the plans for a special session or wait until next week?**

I have added a bullet on a staff meeting about HR, EEO & Whistleblowing laws and procedures.

GSA will soon issue a solicitation for a temporary financial analyst contractor until that position is filled. The turnaround time is expected to be about a week so we are looking the first week of November to onboard the contractor. The contractor will address the backlog of invoices and reimbursements. **However, we need action today about collecting member time cards and checking into the status of unpaid member salary.** I recommend that we ask Rebecca to work with Gary in following up asap. Several members have asked me about this and we are obligated to respond today.

Sylvia has represented to the auditors that NCD engaged in fraud. I asked Gary to share with the A&F Committee to make them aware and to follow up in collecting information to address any operational deficiencies. I have added a bullet about that. **I recommend that the A&F Committee promptly schedule a meeting and request from Sylvia to provide them, in writing, information about the represented inappropriate financial operations.**

There is also a new bullet about updating personnel records. Anne has been awaiting GSA action on a federal personnel form for some time now. We need to ensure that staff performance evaluations are complete and that their performance plan in the new FY are also complete.

-Jeff

(b) (5)

(b) (5)

From: Lynnae Ruttledge

Sent: Wednesday, October 23, 2013 9:55 AM

To: Jeff Rosen; Kamilah Martin-Proctor; Stephanie Orlando; Clyde Terry; Clyde Terry; Gary Blumenthal;
garyblumenthal@addp.org

Cc: Rebecca Cokley; Lisa Brown-Gilmore - CPWA

Subject: RE: FOR YOUR ACTION: NCD Organizational Needs Action Plan

Thanks Jeff. While it's not a problem area, to provide balance and keep everyone in the communication loop, it would be helpful to add the status of filling the Legislative analyst position as well.

Does that make sense?

Lynnae

From: Jeff Rosen

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:Lisa.Brown-Gilmore@gsa.gov)
To: [Rebecca Cokley](mailto:Rebecca.Cokley@ncd.gov)
Date: 10/22/2013 1:27:10 PM
Subject: Re: end of year procurement

(b) (5)

Sent from my iPhone

On Oct 22, 2013, at 1:05 PM, Rebecca Cokley <rcokley@ncd.gov> wrote:

(b) (5)

Thanks

Becca

Sent from my iPad

Begin forwarded message:

From: Gary Blumenthal <GBlumenthal@ncd.gov>
Date: October 22, 2013, 1:03:30 PM EDT
To: Anne Sommers <ASommers@ncd.gov>, Rebecca Cokley <rcokley@ncd.gov>
Subject: RE: end of year procurement
Reply-To: Gary Blumenthal <GBlumenthal@ncd.gov>

Sent from my Verizon Wireless 4G LTE smartphone Sophia was in charge of processing the the end of your statements please ask sylvia this question

----- Original message -----

From: Anne Sommers <ASommers@ncd.gov>
Date: 10/22/2013 12:42 PM (GMT-05:00)
To: Rebecca Cokley <rcokley@ncd.gov>, Gary Blumenthal <GBlumenthal@ncd.gov>
Subject: end of year procurement

Hi Gary and Rebecca:

Can you please tell me what the status of the public affairs end-of-year procurements is? Lawrence received the PC-version of Avid (video editing software) today from Nick but without the other items requested, its of little utility (digital camera, audio software and hardware, training, etc.). Any information on this front would be great. Thanks.
Anne

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:Lisa.Brown-Gilmore-CPWA@gsa.gov)
To: [Rebecca Cokley](mailto:Rebecca.Cokley)
Date: 10/17/2013 3:40:56 PM
Subject: Re: Response?

(b) (5)

On Thu, Oct 17, 2013 at 3:35 PM, Rebecca Cokley <rcokley@ncd.gov> wrote:

I'm sending her my revised telework plan first (finishing it as we speak). And then I will send the other emails. My fear is without a revised telework plan indicating today is my first day back she'll continue to state that she doesn't need to listen to me because I'm on leave until 11/4. ♦

Or do you think I should go ahead and send them?

Rebecca

Sent from my iPad

On Oct 17, 2013, at 3:21 PM, "Lisa Brown-Gilmore - CPWA" <lisa.gilmore@gsa.gov> wrote:

Hi Rebecca,

Have you received any correspondence from Sylvia regarding the laptop or even providing you with performance appraisals?

—

Lisa Gilmore
Human Resources Specialist (Employee Relations)
Washington Area Operations Center
Employee Relations Branch-CPWA
301 7th Street, S.W., Room 1022
Washington, DC 20407
202-205-4929 ♦ Desk
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[202-708-5377](tel:202-708-5377) fax



https://docs.google.com/a/gsa.gov/forms/d/1nhjCN6rnQLHds76fKF2MsLyLHchZpKL7e_LIZjNJlr0/viewform

—

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https://docs.google.com/a/gsa.gov/forms/d/1nhjCN6rnQLHds76fKF2MsLyLHchZpKL7e_LIZjNJlr0/viewform

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:lisa.gilmore@gsa.gov)
To: [Rebecca Cokley](#)
Date: 10/17/2013 1:49:00 PM
Subject: Re:

(b) (5)

On Thu, Oct 17, 2013 at 1:39 PM, Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov> wrote:

(b) (5)

On Thu, Oct 17, 2013 at 12:49 PM, Rebecca Cokley <rcokley@ncd.gov> wrote:
Lisa

(b) (5)

Rebecca

Sent from my iPad

On Oct 17, 2013, at 12:35 PM, "Lisa Brown-Gilmore - CPWA" <lisa.gilmore@gsa.gov> wrote:

(b) (5)

Lisa Gilmore
Human Resources Specialist (Employee Relations)
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https://docs.google.com/a/gsa.gov/forms/d/1nhjCN6rnQLHds76fKF2MsLyLHchZpKL7e_LIZjNJlr0/viewform

--

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From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:lisa.gilmore@gsa.gov)
To: [Rebecca Cokley](#)
Date: 12/12/2013 2:42:48 PM
Subject: Re: FW: Time off awards

great, again this will be documented as her failure to follow your instructions

On Thu, Dec 12, 2013 at 1:40 PM, Rebecca Cokley <rcokley@ncd.gov> wrote:
I told him to let me know once they were processed.

Rebecca Cokley
Executive Director
National Council on Disability
1331 F Street NW, Suite 850
Washington, DC 20004
[202-272-2124](tel:202-272-2124) Voice
[202-272-2074](tel:202-272-2074) TTY
[202-272-2022](tel:202-272-2022) Fax
Rcokley@ncd.gov
Website: <http://www.ncd.gov>

From: Lisa Brown-Gilmore - CPWA [mailto:lisa.gilmore@gsa.gov]
Sent: Thursday, December 12, 2013 1:40 PM
To: Rebecca Cokley
Subject: Re: FW: Time off awards



Did he process them?



On Thu, Dec 12, 2013 at 1:36 PM, Rebecca Cokley <rcokley@ncd.gov> wrote:

Just as an FYI.



Rebecca Cokley
Executive Director
National Council on Disability
1331 F Street NW, Suite 850

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](#)
To: [Rebecca Cokley](#)
Date: 12/12/2013 8:36:40 AM
Subject: Re: Inquiry...

REALLY? ♦ If she wants to add this to her complaint, she can. ♦ However, (b) (5)

I consider this matter closed. ♦ You do not owe her any additional information on this topic. ♦ Remember she works for you. ♦ I have a 9:00 then should be free the remainder of the day.

On Wed, Dec 11, 2013 at 5:57 PM, Rebecca Cokley <rcokley@ncd.gov> wrote:

Help. ♦

Sent from my iPhone

Begin forwarded message:

From: Sylvia Jones <sjones@ncd.gov>
Date: December 11, 2013 at 5:46:08 PM EST
To: Rebecca Cokley <rcokley@ncd.gov>
Cc: Robyn Powell <RPowell@ncd.gov>, Sylvia Jones <sjones@ncd.gov>
Subject: RE: Inquiry...

Rebecca,

You state that "per OPM rules as a federal attorney, an individual needs need to be an active member of a state bar and it is not required to be the District of Columbia." ♦ However you did not provide the legal citation, regulation, policy number and/or authority to support your statement. ♦

Will you please forward me this information? Your statement also conflicts with the Bar Association regarding Robyn Powell.

Also, Robyn Powell's official position in the agency does not serve in the capacity of a Federal Attorney providing legal representation, nor do I believe that Robyn Powell possess the knowledge, skills and abilities of an employment attorney. Her position is strictly a policy position. The agency pays GSA to provide legal representation. ♦

It is my firm belief that Robyn Powell is misusing her position and is violation my rights. ♦ Please forward me the information requested (i.e. legal citation, regulation, policy number and/or authority to support your statement).

Sylvia

From: Rebecca Cokley
Sent: Wednesday, December 11, 2013 5:03 PM
To: Sylvia Jones
Cc: Robyn Powell
Subject: RE: Inquiry...

Mrs. Jones,

Per OPM rules as a federal attorney, an individual needs need to be an active member of a state bar and it is not required to be the District of Columbia.

Rebecca Cokley
Executive Director
National Council on Disability
1331 F Street NW, Suite 850
Washington, DC 20004
[202-272-2124](tel:202-272-2124) Voice
[202-272-2074](tel:202-272-2074) TTY
[202-272-2022](tel:202-272-2022) Fax
Rcokley@ncd.gov<<mailto:Rcokley@ncd.gov>>
Website: <http://www.ncd.gov><<http://www.ncd.gov>>

From: Sylvia Jones
Sent: Monday, December 09, 2013 4:51 PM
To: Rebecca Cokley
Cc: Sylvia Jones; Robyn Powell
Subject: Inquiry...

Rebecca,

Robyn Powell has been acting in the capacity of an employment attorney for NCD. ♦
However during my public record search as a private citizen (and not in the capacity of an NCD employee) with the Bar Association I learned that Robyn Powell is not licensed to practice law in DC and since she has been involved in sensitive, private and personal matters relating to me, I would like to know under what authority have she been doing so. ♦Please advise..

Sylvia

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:lisa.gilmore@gsa.gov)
To: [Rebecca Cokley](#)
Date: 10/18/2013 8:28:52 AM
Subject: Re: Teleworking...

Rebecca, is this something that has to be done today or can it wait until Monday? ♦ Please call me before sending this to Sylvia.

(b) (5)

On Fri, Oct 18, 2013 at 8:03 AM, Rebecca Cokley <rcokley@ncd.gov> wrote:

Lisa

So I sent her the email last night around 7 about her being in the office to give Nick the key. How do I respond to this?

Rebecca

Sent from my iPad

Begin forwarded message:

From: Sylvia Jones <sjones@ncd.gov>
Date: October 18, 2013, 8:02:39 AM EDT
To: NCD-Staff <NCD-Staff@ncd.gov>
Subject: Teleworking...

All,

I will be teleworking today.

Sylvia

--

Lisa Gilmore
Human Resources Specialist (Employee Relations)
Washington Area Operations Center
Employee Relations Branch-CPWA
301 7th Street, S.W., Room 1022
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From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:lisa.gilmore@gsa.gov)
To: [Rebecca Cokley](#)
Date: 11/29/2013 9:25:46 AM
Subject: Signed Copy of Proposal

Hi Rebecca,

When you get a chance, will you please send me a signed copy of the proposed suspension to Sylvia? ♦ Thanks

--

Lisa Gilmore
Human Resources Specialist (Employee Relations)
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https://docs.google.com/a/gsa.gov/forms/d/1nhjCN6rnQLHds76fKF2MsLyLHchZpKL7e_LIZjNJlr0/vie wform

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:Lisa.Brown-Gilmore-CPWA@gsa.gov)
To: [Rebecca Cokley](mailto:Rebecca.Cokley@ncd.gov)
Date: 10/23/2013 9:46:42 AM
Subject: Re: Questions

Rebecca,

Were you able to find out if Sylvia's husband signed in? ♦Also did she give you the performance appraisals? ♦Did she give Nick the server key?

On Mon, Oct 21, 2013 at 4:06 PM, Rebecca Cokley <rcokley@ncd.gov> wrote:

Let me find out. I'll also check in with our doorman to see if he signed in. Since he was walking in with Sylvia, chances are the doorman didn't make him sign. I'll find out though.

Rebecca

Sent from my iPad

On Oct 21, 2013, at 3:57 PM, "Lisa Brown-Gilmore - CPWA" <lisa.gilmore@gsa.gov> wrote:

Hi Rebecca,

Approximately what time did Sylvia's husband come in to the office? ♦Also is there a sign in sheet in the front of the building for visitors? ♦If so, can you get a copy?

--

Lisa Gilmore
Human Resources Specialist (Employee Relations)
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--

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https://docs.google.com/a/gsa.gov/forms/d/1nhjCN6rnQLHds76fKF2MsLyLHchZpKL7e_LIZjNJlr0/view form

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:lisa.gilmore@gsa.gov)
To: [Rebecca Cokley](#)
Date: 9/30/2013 1:31:22 PM
Subject: Re: Sylvia's Husband

If she is escorted from the premises, yes please make sure that you get her badge and keys. 

On Mon, Sep 30, 2013 at 1:25 PM, Rebecca Cokley <rcokley@ncd.gov> wrote:
Will do. Lisa, do you still advise we remove her badge and keys?

Sent from my iPad

On Sep 30, 2013, at 1:24 PM, "Jeff Rosen" <jrosen@ncd.gov> wrote:

Rebecca - Can you ask security to meet me at the lobby at 230? Thanks.

-Jeff

From: Jeff Rosen
Sent: Monday, September 30, 2013 1:21 PM
To: Lisa Brown-Gilmore - CPWA
Cc: Rebecca Cokley; David Allen
Subject: RE: Sylvia's Husband

Ok, I will be there at 230 then.

From: Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>
Sent: Monday, September 30, 2013 1:21 PM
To: Jeff Rosen
Cc: Rebecca Cokley; David Allen
Subject: Re: Sylvia's Husband

Jeff,

I do recommend that you physically go to NCD along with Security. Please ask her what she is working on. It sounds like Sylvia is creating a hostile work environment and it would be a good idea to send her home for the remainder of the day.

On Mon, Sep 30, 2013 at 1:15 PM, Jeff Rosen <jrosen@ncd.gov> wrote:
Awaiting Lisas counsel here.

-Jeff

From: Rebecca Cokley
Sent: Monday, September 30, 2013 1:10 PM
To: Jeff Rosen
Cc: Lisa Brown-Gilmore - CPWA; David Allen
Subject: Re: Sylvia's Husband

Just got a call from staff...they're seriously getting shook up by everything. Ms. Jones has gone into the offices of both Nick and Anne and accused them of calling me to let me know about her husband being there and is apparently loudly talking about hostile environment, the fact that she's being treated disparately, etc....

RC

Sent from my iPad

On Sep 30, 2013, at 1:07 PM, "Jeff Rosen" <jrosen@ncd.gov> wrote:

Thanks for the follow up Rebecca.

Lisa, I am concerned that a visit to NCD office will escalate things out of control on their end. My wife will think me a fool but Im not so concerned about my personal safety as I am about provoking a hostile response.

In my view, any damage has already been done in the several hours this morning. No staff person is feeling concerned about their physical safety. For the purposes of administrative discipline, its established that Sylvia defied direction by her superior today.

I would like us to consider whether I should continue to go to the office or that we should handle this through administrative channels. Something off is going on there and Im wary about setting foot and getting caught up in whatever they got going on. I think we should consider approaching this another way.

As for her husband, we can call Federal protection service and ask that he leave the premises.

-Jeff

From: Rebecca Cokley
Sent: Monday, September 30, 2013 12:30 PM
To: Jeff Rosen
Cc: Lisa Brown-Gilmore - CPWA; David Allen
Subject: Re: Sylvia's Husband

Jeff

to recap: I spoke with Sylvia at 12:15 and after putting me on speakerphone she confirmed that the individual in her office was her husband, and she refused repeatedly to tell me what she was working on, citing that I was on leave and not in a position to ask her. I asked her to call me back after she goes on lunch with her husband and she repeatedly refused, telling me that she didn't need to call me back because I was on leave.

[1-877-437-7411](tel:1-877-437-7411) is the number for the Federal Protective Service

RC

Sent from my iPad

On Sep 30, 2013, at 12:24 PM, "Jeff Rosen" <jrosen@ncd.gov> wrote:

I checked with some interpreters and no one is available this afternoon.

I'm continuing to look around. Please keep me posted about any developments in the meantime.

From: Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>

Sent: Monday, September 30, 2013 12:15 PM

To: Jeff Rosen

Cc: Rebecca Cokley; David Allen

Subject: Re: Sylvia's Husband

Jeff and Rebecca,

Please keep all emails from employees regarding this incident. We just spoke to Rebecca and she is calling Sylvia now. At any rate, Jeff please go to NCD to follow up on everything.

Thanks

On Mon, Sep 30, 2013 at 12:01 PM, Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>

(b) (5)

On Mon, Sep 30, 2013 at 11:56 AM, Jeff Rosen <jrosen@ncd.gov> wrote:

I am willing, but it will take me an hour to get to DC.

Can we ask a Federal marshal or someone like that to immediately go in? That will help secure the situation until I get there.

Please advise.

Thanks.

-Jeff

From: Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>
Sent: Monday, September 30, 2013 11:53 AM
To: Rebecca Cokley
Cc: David Allen; Jeff Rosen
Subject: Re: Sylvia's Husband

Jeff,

(b) (5)

On Mon, Sep 30, 2013 at 11:34 AM, Rebecca Cokley <rcokley@ncd.gov> wrote:
Lisa

I've been contacted by 3 staff about this today. What can we do?

RC

Sent from my iPhone

Begin forwarded message:

From: Robyn Powell <RPowell@ncd.gov>
Date: September 30, 2013 at 11:23:13 AM EDT
To: Jeff Rosen <jrosen@ncd.gov>, Rebecca Cokley <rcokley@ncd.gov>
Subject: Sylvia's Husband

Hi Jeff and Rebecca,

Staff have informed me that a man (assumedly Sylvia's husband) has been in Sylvia's office for several hours with her and that they have overheard what sounds like papers being ripped. I wanted to let you know, as this seems inappropriate.

Thanks,

Robyn

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](#)
To: [Rebecca Cokley](#)
Date: 12/5/2013 11:38:38 AM
Subject: Re: FW: (b) (6)

As the Director of Administration, she should research this.

(b) (6)

On Thu, Dec 5, 2013 at 10:34 AM, Rebecca Cokley <rcokley@ncd.gov> wrote:

Lisa

One of our Council members informed us of his request of the White House to not renominate him to the Council at the end of August. I informed Sylvia of this when he let me know. I have not submitted any paperwork to GSA on this. For all I know the White House did this. How should I respond to her?

Rebecca Cokley

Executive Director

National Council on Disability

1331 F Street NW, Suite 850

Washington, DC 20004

[202-272-2124](tel:202-272-2124) Voice

[202-272-2074](tel:202-272-2074) TTY

[202-272-2022](tel:202-272-2022) Fax

Rcokley@ncd.gov

Website: <http://www.ncd.gov>

From: Sylvia Jones
Sent: Thursday, December 05, 2013 10:27 AM
To: Rebecca Cokley
Cc: Sylvia Jones
Subject: (b) (6)



Rebecca,

A termination personnel action was processed on (b) (6) effective 09/17/2013. Do you know who submitted the paperwork to GSA?

Sylvia

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:lisa.gilmore@gsa.gov)
To: Rebecca Cokley
Date: 9/30/2013 4:15:34 PM
Subject: Re: FPS Officers...

Rebecca,

(b) (5)

On Mon, Sep 30, 2013 at 3:55 PM, Rebecca Cokley <rcokley@ncd.gov> wrote:

I take it I should not respond?

I am concerned with her constantly emailing the Council. ♦

RC

Sent from my iPhone

Begin forwarded message:

From: Sylvia Jones <sjones@ncd.gov>
Date: September 30, 2013 at 3:45:51 PM EDT
To: Rebecca Cokley <rcokley@ncd.gov>, Jeff Rosen <jrosen@ncd.gov>
Cc: NCD-Board-Members <NCD-Board-Members@ncd.gov>, Sylvia Jones <sjones@ncd.gov>, "antonia.harris@gsa.gov" <antonia.harris@gsa.gov>
Subject: FPS Officers...

Rebecca,

This email is to document that you and Jeff Rosen made a very serious, false, and slanderous allegation against me and my husband to GSA Human Resources (*employee relations*) and GSA in return instructed Jeff to come to the NCD office and have security on stand by. My husband and I were humiliated and confronted by two armed FPS officers accompanied by Jeff Rosen simply because my husband came for a visit to take me to lunch. Your husband, as well as your child has been a constant visitor in the NCD office and no one has contacted FPS on them. This was an act of intimidation and bullying in the workplace and you are hereby advised that my husband and I will be seeking legal action in this matter.

This incident was also a very serious act of discrimination and retaliation in the workplace and the incident will be reported to the appropriate government officials.

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:lisa.gilmore@gsa.gov)
To: [Rebecca Cokley](#)
Date: 9/30/2013 10:36:58 AM
Subject: Travel for Mr. Burgdorf

Rebecca, please send to Sylvia.

(b) (5)

Lisa Gilmore
Human Resources Specialist (Employee Relations)
Washington Area Operations Center
Employee Relations Branch-CPWA
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https://docs.google.com/a/gsa.gov/forms/d/1nhjCN6rnQLHds76fKF2MsLyLHchZpKL7e_LIZjNJlr0/viewform

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](#)
To: [Jeff Rosen](#)
Date: 9/24/2013 11:01:50 AM
Subject: Re: FW: NCD contract extension with DEVIS

Jeff - this is great. I just corrected 2 typos. Please send. thanks

(b) (5)

On Tue, Sep 24, 2013 at 10:52 AM, Jeff Rosen <jrosen@ncd.gov> wrote:

Lisa & Dave -

I plan to sign the attached Memorandum (instead of Anne) and send the following email to Sylvia. Please let me know if you have any edits or comments.

(b) (5)

(b) (5)

From: Marina Gelles <(b) (6)>
Sent: Thursday, September 19, 2013 2:31 PM
To: Jeff Rosen
Cc: Anne Sommers; Gary Blumenthal
Subject: Re: NCD contract extension with DEVIS

Jeff,

I have revised the quote accordingly and prepared the Memorandum to request the contract's extension - already executed by DEVIS - pending NCD signature. Could you please look the attached documents over and let me know if there is anything else needed, in order to proceed with the contract extension? Thank you so much.

Marina

Marina Gelles

Contracts Compliance Manager
Development InfoStructure, Inc. (Devis)

RRB Office:

RRB - Office Tower, #700

1300 Pennsylvania Ave. NW

Washington DC 20004

Phone: [202-204-3080](tel:202-204-3080)

Arlington Office:

2101 Wilson Boulevard Suite 300
Arlington, VA 22201

(b) (6)
mgelles@usaid.gov
Phone: [703.525.6485](tel:703.525.6485)
Fax: [703.525-6029](tel:703.525-6029)

From: "Jeff Rosen" <jrosen@ncd.gov>
To: "Marina Gelles" <(b) (6)>
Cc: "Anne Sommers" <ASommers@ncd.gov>, "Gary Blumenthal" <GBlumenthal@ncd.gov>
Sent: Thursday, September 19, 2013 1:03:30 PM

Subject: RE: NCD contract extension with DEVIS

Thank you Marina.

The two items following basic hosting and tech support in section 2.2 are not needed for an extension. As for the last item in that section, we only need a few pages of document posting than the quote.

Thus, our needs are as follows:

- Website hosting \$7,500
- Remote technical support \$3,000
- Document posting (5 pages at \$9.56/page) \$47.80
- **TOTAL: \$10,547.80**

Could you promptly revise the quote to reflect the above & resend to us? Also, can you please send a formal agreement to extend for us to execute? We would like to get this done by COB tomorrow.

Thanks.

-Jeff

From: Marina Gelles <(b) (6)>
Sent: Wednesday, September 18, 2013 2:26 PM
To: Jeff Rosen
Cc: Anne Sommers
Subject: RE: NCD contract extension with DEVIS

Jeff,

I apologize for the delay as Jake Stone is still out sick. Please find attached the quote Jake has developed for the services to be provided from October 1 through December 31, 2013.

Should you need additional documents, please let me know.

Kind regards,

Marina

Marina Gelles

Contracts Compliance Manager

Development InfoStructure, Inc. (Devis)

RRB Office:

RRB - Office Tower, #700

1300 Pennsylvania Ave. NW

Washington DC 20004

Phone: [202-204-3080](tel:202-204-3080)

Arlington Office:

2101 Wilson Boulevard Suite 300

Arlington, VA 22201

(b) (6)

mgelles@usaid.gov

Phone: [703.525.6485](tel:703.525.6485)

Fax: [703.525-6029](tel:703.525-6029)

From: Jeff Rosen [mailto:jrosen@ncd.gov]

Sent: Tuesday, September 17, 2013 9:58 PM

To: Marina Gelles

Cc: Anne Sommers

Subject: RE: NCD contract extension with DEVIS

Where are we on this? Thanks.

From: Marina Gelles <(b) (6)>

Sent: Monday, September 16, 2013 10:42 AM

To: Jeff Rosen

Cc: Anne Sommers

Subject: RE: NCD contract extension with DEVIS

Jeff,

Thank you for your email. Unfortunately, Jake Stone, the PM, is out sick today but Jake assured me that he should be able to have the quote today, tomorrow morning at the latest.

I apologize for the inconvenience.

Kind regards,

Marina

Marina Gelles

Contracts Compliance Manager
Development InfoStructure, Inc. (Devis)

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RRB - Office Tower, #700

1300 Pennsylvania Ave. NW

Washington DC 20004

Phone: [202-204-3080](tel:202-204-3080)

Arlington Office:

2101 Wilson Boulevard Suite 300

Arlington, VA 22201

(b) (6)
mgelles@usaid.gov

Phone: [703.525.6485](tel:703.525.6485)

Fax: [703.525-6029](tel:703.525-6029)

From: Jeff Rosen [<mailto:jrosen@ncd.gov>]
Sent: Saturday, September 14, 2013 12:15 PM
To: Marina Gelles
Cc: Anne Sommers; Jake Stone
Subject: RE: NCD contract extension with DEVIS

Marina -

We need something this Monday 9/16. Again, we are looking to a few months extension as a precursor to a longer-term new contract.

Thank you.

-Jeff

From: Marina Gelles <**(b) (6)**>
Sent: Thursday, September 12, 2013 3:58 PM
To: Jeff Rosen
Cc: Anne Sommers; Jake Stone
Subject: Re: NCD contract extension with DEVIS

Jeff,

Thank you so much for your email.

We are pleased to be able to work with the NCD on this important project and look forward to the contract's extension. I am copying Jake Stone, our Project Manager, who will follow-up to confirm the requirements and will provide a quote.

Should you have any questions on contractual issues, please do not hesitate to contact me at any time.

Kind regards,

Marina

Marina Gelles

Contracts Compliance Manager
Development InfoStructure, Inc. (Devis)

RRB Office:

RRB - Office Tower, #700

1300 Pennsylvania Ave. NW

Washington DC 20004

Phone: [202-204-3080](tel:202-204-3080)

Arlington Office:

2101 Wilson Boulevard Suite 300

Arlington, VA 22201

(b) (6)

mgelles@usaid.gov

Phone: [703.525.6485](tel:703.525.6485)

Fax: [703.525-6029](tel:703.525-6029)

From: "Jeff Rosen" <jrosen@ncd.gov>

To: (b) (6) mgelles@usaid.gov

Cc: "Anne Sommers" <ASommers@ncd.gov>

Sent: Thursday, September 12, 2013 12:46:20 PM

Subject: NCD contract extension with DEVIS

Hi Marina -

I am with NCD and we would like check into the possibility to extend the current contract with DEVIS for a few months. This will ensure that NCD's website doesn't go offline when the current contract expires the end of this month.

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:lisa.gilmore@gsa.gov)
To: [Rebecca Cokley](mailto:Rebecca.Cokley)
Date: 10/23/2013 10:06:36 AM
Subject: Fwd: Scheduling the Auditor

(b) (5)

----- Forwarded message -----

From: Jeff Rosen <jrosen@ncd.gov>
Date: Tue, Oct 22, 2013 at 4:34 PM
Subject: RE: Scheduling the Auditor
To: Gary Blumenthal <GBlumenthal@ncd.gov>, Sylvia Jones <sjones@ncd.gov>
Cc: Rebecca Cokley <rcokley@ncd.gov>, Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>

Gary -

I suggest that you share Sylvia's note with the A&F Committee and the Executive Committee for their information.

Sylvia has raised a serious allegation about NCD financial operations which I find that we are obligated to promptly investigate with her to determine the nature of the issue. Perhaps GSA can assist us with guidance about the best way to handle this, I've copied Lisa to help begin this process of identifying the appropriate support.

-Jeff

From: Gary Blumenthal
Sent: Tuesday, October 22, 2013 4:18 PM
To: Sylvia Jones
Cc: Jeff Rosen; Rebecca Cokley
Subject: RE: Scheduling the Auditor

I am very unhappy to learn that you failed to contact me to attend this meeting. Please send me the contact information for the Auditors. I find it regrettable that you failed to include me as Audit and Finance Chair in this initial meeting as directed to do so.

Gary

From: Sylvia Jones
Sent: Tuesday, October 22, 2013 10:02 AM
To: Gary Blumenthal
Cc: Sylvia Jones
Subject: RE: Scheduling the Auditor

Gary,

Following the Sept. 12 meeting, I reached out to you to reschedule the meeting on Sept. 19. You stated that you "were preparing to go into an agency board meeting and couldn't schedule until later." I reached out to the auditor's to for alternate dates/times, however the shut down occurred. When I returned to the office I received a call from the auditor's requesting to meet with me for the entrance conference to go over the document request and deliverables. I met with the auditors on yesterday and following the meeting I handed over some of the documents requested.

The Lead Auditor will be contacting you later this week regarding "internal control fraud and considerations."

Sylvia

From: Gary Blumenthal
Sent: Monday, October 21, 2013 3:32 PM
To: Sylvia Jones
Subject: Scheduling the Auditor

Sylvia,

You and I were scheduled to meet with the Auditor on September 12. The meeting was canceled due to your absence on sick leave. When will the rescheduled meeting take place.
Please respond by COB today.

Gary

--

Lisa Gilmore
Human Resources Specialist (Employee Relations)
Washington Area Operations Center
Employee Relations Branch-CPWA
301 7th Street, S.W., Room 1022
Washington, DC 20407
202-205-4929 ♦ Desk
202-(b) (5) Phone
202-708-5377 fax

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:Lisa.Brown-Gilmore-CPWA@gsa.gov)
To: [Rebecca Cokley](mailto:Rebecca.Cokley@ncd.gov)
Date: 10/25/2013 1:35:38 PM
Subject: Fwd: A&F Meeting

(b) (5)

Sent from my iPhone

Begin forwarded message:

From: Gary Blumenthal <GBlumenthal@ncd.gov>
Date: October 25, 2013, 1:26:29 PM EDT
To: Sylvia Jones <sjones@ncd.gov>
Cc: "Lisa Brown-Gilmore - CPWA, (lisa.gilmore@gsa.gov)" <lisa.gilmore@gsa.gov>, Jeff Rosen <jrosen@ncd.gov>, Rebecca Cokley <rcokley@ncd.gov>, Pam Holmes <PHolmes@ncd.gov>, Ari Neeman <ANeeman@ncd.gov>, Kamilah Martin-Proctor <KMartin-Proctor@ncd.gov>, "Lynnae Ruttledge" <lruttledge@ncd.gov>, Stephanie Orlando <SOrlando@ncd.gov>, "Clyde Terry" <CTerry@ncd.gov>
Subject: RE: A&F Meeting

I understand that Sylvia was in today, but apparently has left the office for the day. As the A&F Chair, I need the Director of Administration to respond to my emails and phone calls. That has not been the case since the end of the past fiscal year.

I am also concerned that it is unclear what duties, Sylvia feels she will respond to or not respond to.

She seems to have isolated herself with diminishing duties and responsibilities. Additionally we have been paying for a temporary support person, with Sylvia's diminished responsiveness is likely not doing much.

I would suggest we review whether we wish to continue this temporary employee given the fact that Sylvia appears to be non-responsive and likely not in need of a full time temporary associate.

From: Gary Blumenthal
Sent: Friday, October 25, 2013 7:34 AM
To: Sylvia Jones
Cc: Lisa Brown-Gilmore - CPWA, (lisa.gilmore@gsa.gov); Jeff Rosen; Rebecca Cokley; Pam Holmes; Ari Neeman; Kamilah Martin-Proctor; Lynnae Ruttledge; Stephanie Orlando; Clyde Terry
Subject: A&F Meeting
Sylvia,

Please prepare a memo for the A&F Committee detailing the allegations of fraud that have referenced previously in need of corrective action. Please indicate what corrective action needs to be executed. I would request receipt of this document by Wednesday, October 30, 2013. When I receive the memo, I will schedule a meeting with the A&F Committee to review, in which we would review these concerns with you.

Also by the end of today, I would renew my request for an update on reimbursement status for members, as well as payroll. I and others have not received reimbursements due, nor scheduled payroll payment due today.

Also, by the end of today, I request for the third time that you respond to my request for the contact information for NCD's auditors. In light of your failure to notify me of the first entrance meeting as you were directed, I would appreciate this information immediately.

Gary

Sent from my Verizon Wireless 4G LTE smartphone

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:lisa.gilmore@gsa.gov)
To: [Rebecca Cokley](#)
Date: 10/21/2013 10:35:22 AM
Subject: Performance

Rebecca, ♦

Did Sylvia provide the performance appraisal yet? ♦

--

Lisa Gilmore
Human Resources Specialist (Employee Relations)
Washington Area Operations Center
Employee Relations Branch-CPWA
301 7th Street, S.W., Room 1022
Washington, DC 20407
202-205-4929 ♦ Desk
202-(b) (5) Phone
202-708-5377 fax



https://docs.google.com/a/gsa.gov/forms/d/1nhjCN6rnQLHds76fKF2MsLyLHchZpKL7e_LIZjNJlr0/viewform

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](#)
To: [Rebecca Cokley](#)
Date: 10/21/2013 10:34:42 AM
Subject: Work Schedule

(b) (5)

--

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:lisa.gilmore@gsa.gov)
To: [Rebecca Cokley](#)
Date: 11/13/2013 8:39:38 AM
Subject: Re: FW: Itinerary for: (b) (5), (b) (6) - Travel beginning 11/14/2013 - STATUS: Awaiting Ticketing - Locator CGEUHE

let's discuss

On Wed, Nov 13, 2013 at 6:55 AM, Rebecca Cokley <rcokley@ncd.gov> wrote:

Lisa

Jeff as the head of agency has approved the travel below, but Mrs. Jones has requested an authorization code from me. As per the previous email I forwarded you, she agreed to handle these logistics and the upcoming logistics for the Kansas meeting. What kind of direction can I give her to issue the code?

Rebecca

From: Sylvia Jones
Sent: Tuesday, November 12, 2013 4:08 PM
To: Rebecca Cokley
Cc: Jonathan Kuniholm
Subject: FW: Itinerary for: (b) (5), (b) (6) - Travel beginning 11/14/2013 - STATUS: Awaiting Ticketing - Locator CGEUHE

Rebecca,

In lieu of the Financial Analyst, please supply Marsha with an authorization number for the airline ticketing of John McKnight and Chester Finn.

As a reminder...all NCD staff and council members must follow the travel procedures as outlined in the NCD Financial Policy and Procedures Manual. This reminder is not directed at John and Chester but instead is a reminder that must be communicated to all staff and members.

Sylvia

From: marsha.walser@adtrav.com <marsha.walser@adtrav.com>
Sent: Tuesday, November 12, 2013 3:25 PM
To: Sylvia Jones
Cc: (b) (5), (b) (6); Carla Nelson
Subject: Itinerary for: (b) (5), (b) (6) - Travel beginning 11/14/2013 - STATUS: Awaiting Ticketing - Locator



Phone: [\(877\) 472-6716](tel:(877)472-6716)
service nonstop 24/7/365

Tuesday, November 12, 2013 2:25 PM

Booking Locator: CGEUHE

After Hours/VIT Code: U21F

(b) (5), (b) (6)

National Council on the Disability

Awaiting Ticketing

No fare is guaranteed until ticketed



Albany, NY, US - to - Washington, DC, US

Thursday, November 14 ► Saturday, November 16

Traveler: **(b) (5), (b) (6)**

Trip Includes: Air Segments

Booked By: MCKNIGHT/J

Booking Source: Agent

Date Created: November 12, 2013

Date Ticketed/Confirmed: Pending



Albany, NY, US - to - Washington, DC, US

Departs: Thursday - November 14

Check In

Flight# 3933

Carrier: US Airways

Operated by: US AIRWAYS EXPRESS-
AIR WISCONSIN

Departs: Albany County Airport (ALB)

Thursday - November 14 - 7:50 AM

Arrives: Washington National Airport
(DCA)(Terminal:TERMINAL C)

Thursday - November 14 - 9:27 AM

Seat #: 12C

E-Ticket #:

Carrier DS32WF
Locator:

Meal: N/A

Status: Segment Confirmed

Info: Stops: 0, Time: 1.37,
Miles: 322

Class: Economy/Coach Class (N)

Equipment: Canadair Regional Jet (2
Engine Jet)

**Frequent
Flyer:** n/a



Washington, DC, US - to - Albany, NY, US

[Check In](#)

Flight# 3436

Departs: Saturday - November 16

Carrier: US Airways	Operated by: US AIRWAYS EXPRESS-REPUBLIC AIRLINES
Departs: Washington National Airport (DCA)(Terminal:TERMINAL C)	Saturday - November 16 - 10:00 AM
Arrives: Albany County Airport (ALB)	Saturday - November 16 - 11:24 AM
Seat #: 10C	E-Ticket #:
Carrier DS32WF Locator:	Meal: N/A
Status: Segment Confirmed	Info: Stops: 0, Time: 1.24, Miles: 322
Class: Economy/Coach Class (N)	Equipment: Embraer 170 (2 Engine Jet)
Frequent Flyer: n/a	

PRICE QUOTE

FARE TOTAL	\$ 763.80
SERVICE FEE-AIR DOMESTIC FULL SERVICE	\$ 25.00
TOTAL QUOTE	\$ 788.80

REMARKS

*****SEE BELOW FOR CHANGES EFFECTIVE OCTOBER 1ST
SPECIAL NOTICE-MOST AIRLINES NOW REQUIRE ALL
GOVERNMENT CONTRACT FARES TO BE ISSUED AT LEAST
48 HOURS PRIOR TO DEPARTURE. RESERVATIONS NOT
TICKETED BY THIS TIME WILL BE AUTOMATICALLY
CANCELLED BY THE AIRLINES.

ARE NOT GUARANTEED UNTIL TICKET IS ISSUED AND

SPACE IS SUBJECT TO CARRIER CANCELLATION**

YOUR V.I.P. CODE IS U21F***ADTRAV TRAVEL MANAGEMENT**

ANY CHANGES IN ITINERARY MAY INCREASE COST*****

POSSIBLE FARE INCREASE DUE TO CARRIER FUEL *****

SURCHARGE. AUTHORIZED BY GSA*****

MANY AIRLINES HAVE NEW GUIDELINES AND FEES FOR ****

CHECK BAGGAGE***FOR MORE INFORMATION CONTACT*****

YOUR ADTRAV AGENT*****

DOT REQUIRES ADTRAV DISPLAY BAG ALLOWANCES AND

SERVICE CHARGES OR PROVIDE A HYPERLINK WHERE

BAGGAGE INFORMATION IS AVAILABLE.

FOR THIS TRIP PLEASE VISIT THE LINK LISTED BELOW

FOR US AIRWAYS AIRLINES

WWW.USAIRWAYS.COM/EN-US/TRAVELTOOLS/BAGGAGE/DEFAULT.HTML

ADTRAV Travel Management :: 4555 Southlake Pkwy :: Birmingham AL, 35244

Phone: (877) 472-6716 :: 24/7/365

Fax: (205) 444-4827

marsha.walser@adtrav.com

No virus found in this message.

Checked by AVG - www.avg.com

Version: 2012.0.2242 / Virus Database: 3222/6330 - Release Date: 11/12/13

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:lisa.gilmore@gsa.gov)
To: [Robyn Powell](#)
Date: 11/6/2013 12:32:00 PM
Subject: Fwd: Proposed Personnel Action
Attachments: 20131029143856734.pdf
SJ Proposal.pdf

All - this is what was sent to Ms. Jones

Sent from my iPhone

Begin forwarded message:

From: Rebecca Cokley <rcokley@ncd.gov>
To: Sylvia Jones <sjones@ncd.gov>
Subject: Proposed Personnel Action

See attached.

From: Jeff Rosen

Sent: Friday, September 20, 2013 4:26 PM

To: Sylvia Jones

Cc: Rebecca Cokley; Gary Blumenthal

Subject: Agency contingency plan

Sylvia -

OMB requires federal agencies to submit a plan next week for how they would stop operations if there is a lapse of funding. Please draft such a plan for Gary and my review by COB next Wednesday September 25th. NCD should have developed a similar plan for the 2011 potential shutdown which never occurred so there may be something already on file. Feel free to contact Aaron Bishop if you would like to see if he has any information from the time he was NCD's ED.

-Jeff

9/25/13

GSA.gov Mail - FW: Agency contingency plan

From: Sylvia Jones
Sent: Wednesday, September 25, 2013 10:11 AM
To: Jeff Rosen
Cc: Rebecca Cokley; Gary Blumenthal; Sylvia Jones
Subject: RE: Agency contingency plan

Jeff,

This is one of duties of the Executive Director. As you are aware, she did not appoint a successor in her planned absence and due to an abundance of work to include budget close out I am unable to take on additional responsibilities outside the scope of my duties.

Sylvia

From: Jeff Rosen
Sent: Wednesday, September 25, 2013 9:45 AM
To: Sylvia Jones
Cc: Rebecca Cokley; Gary Blumenthal
Subject: RE: Agency contingency plan

Sylvia -

This is a reminder that the draft contingency plan is due from you to Gary and myself no later than COB today.

I met with OMB yesterday and our budget examiner wrote to me this morning that the plan would be ideally provided them by tomorrow, but must be submitted no later than this Friday.

-Jeff

Wed, Sep 25, 2013 at 11:01 AM

Jeff Rosen <jrosen@ncd.gov>
To: Sylvia Jones <sjones@ncd.gov>
Cc: Rebecca Cokley <rcokley@ncd.gov>, Gary Blumenthal <GBlumenthal@ncd.gov>

Sylvia,

Again I must resort to providing you with a direct order. Failure to follow this order could result in discipline up to and including removal.

While I understand that you are busy with end of year duties, and I recognize your comment that the contingency plan would normally be the responsibility of the Executive Director, I am ordering you to prepare the draft contingency plan as I requested in my email to you on Friday, September 20, 2013. You are directed to have the draft plan available for me and Gary by COB today.

-Jeff

<https://mail.google.com/mail/u/0/?ui=2&ik=2709411972&view=pt&search=inbox&th=141502189180f76f>

4/7

From: Sylvia Jones
Sent: Wednesday, September 25, 2013 12:58 PM
To: Jeff Rosen
Cc: Rebecca Cokley; Gary Blumenthal; Sylvia Jones
Subject: FW: Agency contingency plan

Jeff,

6/7

As previously stated, it is the responsibility of the Executive Director to prepare the Agency Contingency Plan. Both you and Rebecca were notified and became aware of OMB's request on September 18, 2013 at 10:22 a.m. during which time both you and Rebecca were in the office for staff meeting. However neither of you took any action to ensure the plan was completed knowing that Rebecca would be going out on maternity leave. In fact, Rebecca never mentioned the request and you waited until she went out on maternity leave to unlawfully direct me to perform her duties. There are two additional office director's in NCD: 1) Gerrie Drake Hawkins; and 2) Anne Sommers. Out of the three director's here, I am the only director being targeted by you.

The Executive Director was negligent in her duties by not appointing an interim Executive Director to ensure the plan and/or any other deliverables for which she was responsible were carried out. Per Office Directors...staff were informed by you during the staff meeting on Sept 18 that there was not a need for an Interim ED when Dr. Hawkins posed the question to you and Rebecca as to who would supervise the staff. Thus, I cannot understand why you continue to send me daily harassing emails to interrupt the order of the day to day operations issuing me unlawful directives.

Again, you are acting outside the scope of your authority. Please cease and desist further communication with me until the Executive Director returns to duty. If these actions continue to persist I will be forced to seek civil remedies.

As of September 19, 2013, I do not have a supervisor until Nov 4 when Rebecca returns to duty part-time. Therefore this is my last email to you.

Sylvia



Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>

FW: DEVIS

1 message

Jeff Rosen <jrosen@ncd.gov>

Tue, Sep 24, 2013 at 1:44 PM

To: "Lisa Brown-Gilmore - CPWA (lisa.gilmore@gsa.gov)" <lisa.gilmore@gsa.gov>, David Allen - WPG-C <david.allen@gsa.gov>

From: Sylvia Jones

Sent: Tuesday, September 24, 2013 12:22 PM

To: Jeff Rosen

Cc: Sylvia Jones; Rebecca Cokley

Subject: FW: DEVIS

Jeff,

Pursuant to NCD Authorizing Statutue and the NCD Bylaws, the NCD Chair is not authorized to supervise office staff; nor is the NCD Chair responsible for managing the day to day operations of the office. Per the statutue and the bylaws, the chairperson is responsible for the appointment, supervision, and at his/her discretion, **removal** of the Executive Director.

Your belief that I recused myself "simply becuse I disagreed with a decision" is a false statement and It also appears that you are mistaken about my duties as the Director of Administration. In accordance with the Federal Acquisition Regulation, the authority and responsibility to contract for authorized supplies and services is vested in a warranted Contracting Officer and/or the Agency Head.

Ms. Cokley issued me a direct order regarding this issues on June 28, 2013 and I complied with her direct order. Therefore I request that you cease and desist issuing any further communication to me on this issue due to the nature of the request as it pertains to a direct order issued to me by my supervisor.

Furthermore, your threats are unwarranted and unlawful as you are acting outside the scope of your duties. If you have any questions in the absence of the NCD General Counsel, please consult with GSA. Also, please note that these unlawful and retailatory threats against me will be forwarded to the appropriate government officials.

- Sylvia

From: Jeff Rosen

Sent: Friday, September 20, 2013 1:12 PM

To: Sylvia Jones

Cc: Rebecca Cokley

Subject: DEVIS

Sylvia,

I understand that you recused yourself from working on a contract to replace DEVIS. You have presented no legal reason why you recused yourself.

I believe you recused yourself simply because you disagreed with the decision. Disagreeing with a decision is not grounds for recusing oneself from performing their assigned duties.

The purpose of this message is to give you a direct order. Failure to follow this order could result in disciplinary action up to and including removal.

You are to perform the duties of your position, including working on the contract to replace DEVIS immediately or to present me with written material supporting your recusal showing why the contemplated action is illegal or against government wide regulations. This written material must be presented by COB September 24, 2013.

In addition if, in the future, you believe you must recuse yourself from performing your duties, you will provide similar written documentation supporting your request with that request.

-Jeff

Jeff Rosen <jrosen@ncd.gov>

Tue, Sep 24, 2013 at 7:54 AM

To: Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>

Cc: Rebecca Cokley <rcokley@ncd.gov>, David Allen - WPG-C <david.allen@gsa.gov>

Her auto answer is still in use as of this morning., which reads:

"Sylvia Jones Automatic reply: Thank you for your email. I'm currently in the office. However due to end of year budget and payroll close out I am unable to respond to emails. I will respond to all emails by the close of business Wednesday, September 25, 2013. Thank you, Sylvia"

She is continuing not to respond to any emails or calls from NCD management, including Gary. We are in a financial crisis mode as a result.

If Sylvia continues to refuse to cooperate today or tomorrow, NCD will be significantly harmed as a result. She is aware of our need through numerous emails and phone messages.



David Allen - WPG-C <david.allen@gsa.gov>

URGENT NCD directive to Ms. Meniffee

5 messages

Jeff Rosen <jrosen@ncd.gov>
To: Sylvia Jones <sjones@ncd.gov>
Cc: Rebecca Cokley <rcokley@ncd.gov>

Mon, Sep 23, 2013 at 3:20 PM

Sylvia,

Your decision to stop reading emails or taking phone calls until September 25, 2013 is a gross neglect of your duty and will not be tolerated. I consider this to be a failure to perform the basic functions of your job. You are hereby directed to continue to read and respond to emails and telephone calls effective immediately. Failure to follow this direct order may lead to disciplinary action up to and including removal.

-Jeff

Jeff Rosen <jrosen@ncd.gov>
To: Stacey Brown <SBrown@ncd.gov>
Cc: Rebecca Cokley <rcokley@ncd.gov>

Tue, Sep 24, 2013 at 8:01 AM

Stacey -

Please print this email in full and place it under Sylvia's door.

Thank you.

-Jeff

From: Jeff Rosen
Sent: Monday, September 23, 2013 3:20 PM
To: Sylvia Jones
Cc: Rebecca Cokley
Subject: URGENT NCD directive to Ms. Meniffee

9/25/13

GSA.gov Mail - URGENT NCD directive to Ms. Menifee

To: "Lisa Brown-Gilmore - CPWA (lisa.gilmore@gsa.gov)" <lisa.gilmore@gsa.gov>, David Allen - WPG-C <david.allen@gsa.gov>
Cc: Rebecca Cokley <rcokley@ncd.gov>

Sylvia was handed a hard copy and she asked Stacey to forward the email to her.

From: Jeff Rosen

Sent: Tuesday, September 24, 2013 8:06 AM

To: Lisa Brown-Gilmore - CPWA (lisa.gilmore@gsa.gov); David Allen - WPG-C

[Quoted text hidden]

[Quoted text hidden]

Jeff Rosen <jrosen@ncd.gov>

Tue, Sep 24, 2013 at 8:58 AM

To: "Lisa Brown-Gilmore - CPWA (lisa.gilmore@gsa.gov)" <lisa.gilmore@gsa.gov>, David Allen - WPG-C <david.allen@gsa.gov>

Cc: Rebecca Cokley <rcokley@ncd.gov>

Sylvia's response below.

From: Sylvia Jones

Sent: Tuesday, September 24, 2013 8:39 AM

To: Jeff Rosen

Cc: Rebecca Cokley; Sylvia Jones

Subject: FW: URGENT NCD directive to Ms. Menifee

Jeff,

As stated on yesterday, pursuant to NCD Authorizing Statutue and the NCD Bylaws, the NCD Chair is not authorized to supervise office staff; nor is the NCD Chair responsible for managing the day to day operations of the office. Per the statutue and the bylaws, the chairperson is responsible for the appointment, supervision, and at his/her discretion, **removal** of the Executive Director (only).

Stacey Brown is an employee under my supervision and it is inappropriate for you to involve my staff in your harassmement and retaliatory attacks against me. Furhtermore it is demaening and demoralizing for you to send such an unlawful and disrespectful email to my staff without having all the facts. As the NCD Chair and an Attorney I very concern over your intentional disregard for federal laws, regulations, and procedures.

My out of office was placed on due to these types of email distractions in order to allow me to close out the agency's annual budget. Julie Carrol was allowed to have her out of office email on for approximately three weeks while she allegedly dog trained and teleworked in NJ and you did not threatened her with this type of email. In fact you supported the endeavor.

Your threats are unwarranted and unlawful as you are acting outside the scope of your duties and the disrespect towards me in front of my staff is uncivil and displays a hostile work

environment. Therefore I request that you cease and desist issuing any further communication to me through my staff and/or any other NCD employee.

Please note that the inappropriate email sent to Stacey Brown at 8:01 am will be forwarded to the appropriate government officials shortly. If you have any questions in the absence of the NCD General Counsel, please consult with GSA.

-Sylvia

From: Stacey Brown
Sent: Tuesday, September 24, 2013 8:12 AM
To: Sylvia Jones
Subject: FW: URGENT NCD directive to Ms. Menifee

FYI-Per your request.

From: Jeff Rosen
Sent: Tuesday, September 24, 2013 8:01 AM
To: Stacey Brown
Cc: Rebecca Cokley
Subject: FW: URGENT NCD directive to Ms. Menifee

[Quoted text hidden]

No virus found in this message.
Checked by AVG - www.avg.com
Version: 2012.0.2242 / Virus Database: 3222/6194 - Release Date: 09/24/13



David Allen - WPG-C <david.allen@gsa.gov>

FW: Julie Leave

7 messages

Rebecca Cokley <rcokley@ncd.gov>

Mon, Sep 9, 2013 at 1:18 PM

To: David Allen - WPG-C <david.allen@gsa.gov>

See attached.

Rebecca Cokley
Executive Director
National Council on Disability
1331 F Street NW, Suite 850
Washington, DC 20004
202-272-2124 Voice
202-272-2074 TTY
202-272-2022 Fax
Rcokley@ncd.gov
Website: <http://www.ncd.gov>

—Original Message—

From: Julie Carroll
Sent: Tuesday, August 27, 2013 3:23 PM
To: Rebecca Cokley
Subject: RE: Julie Leave

Rebecca,

This is a reasonable accommodation issue - not an OPM issue. It was negotiated between me and my supervisor.

Julie

—Original Message—

From: Rebecca Cokley
Sent: Tuesday, August 27, 2013 3:21 PM
To: Julie Carroll
Subject: Re: Julie Leave

Keep me posted as to what she says. I'll reach out to OPM too.

Rebecca

Sent from my iPhone

On Aug 27, 2013, at 3:14 PM, "Julie Carroll" <JCarroll@ncd.gov> wrote:

>

>

> —Original Message—

> From: Sylvia Menfee
> Sent: Tuesday, August 27, 2013 3:12 PM
> To: Julie Carroll; Robyn Powell
> Subject: RE: Julie Leave

>
> Julie - I need to check OPM policy to see if you can be approved to telework on regular/consistent basis and on situational basis. To my knowledge you can only select one telework option (i.e. regular or episodic); both are considered medical telework however I will check the policy and get back to you with an answer soon.

>
>
>
> It appears that we may have to update the form but for now use the current version; Stacey can convert it for you.

>
>
>
>
>
> Thank you,

>
>
>
> Sylvia Menifee
>
> Director of Administration
>
> National Council on Disability
>
> 1331 F Street, NW, Suite 850
>
> Washington, DC 20004
>
> Ph: 202-272-2113
>
> Fax: 202-272-2022
>
> smenifee@ncd.gov

>
>
>
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>
> —Original Message—

> From: Julie Carroll
> Sent: Tuesday, August 27, 2013 2:47 PM
> To: Sylvia Menifee; Robyn Powell
> Subject: RE: Julie Leave

>
>

the individual or entity named above and access by anyone else is unauthorized. If you are not the intended recipient, any disclosure, copying, distribution, or use of the contents of this information is prohibited without express permission. If you have received this electronic transmission in error, please reply immediately to the sender that you have received the message in error, and delete it. Thank you. The information contained herein does not reflect any official position or statement of the Members or staff of the National Council on Disability (NCD).

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> —Original Message—

>
> From: Julie Carroll
>
> Sent: Tuesday, August 27, 2013 1:48 PM
>
> To: Sylvia Meniffee; Robyn Powell
>
> Subject: RE: Julie Leave
>
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> I worked from home - a conference call re planning regional forums, emails, setting up meetings, and attending a webinar.
>
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> —Original Message—

>
> From: Sylvia Meniffee
>
> Sent: Tuesday, August 27, 2013 1:47 PM
>
> To: Robyn Powell
>
> Cc: Julie Carroll
>
> Subject: FW: Julie Leave
>
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>
>

> Hi Robyn,
>
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> Julie was out for the entire day on 8/26. The attached leave slip only covers 4 hours of sick leave versus 8 hours. Please advise...

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>

From: Sylvia Meniffee
Sent: Thursday, September 12, 2013 2:01 PM
To: Rebecca Cokley
Cc: Sylvia Meniffee; DrGerrie Hawkins
Subject: RE: Julie's telework plan

Rebecca,

Please provide me with Information source and/or federal regulation for which you state you researched the issue in order to make your determination.

Sylvia

From: Rebecca Cokley

<https://mail.google.com/mail/u/0/?ui=2&ik=2709411972&view=pt&cat=Meniffee&search=cal&th=14113562c4ec3bc4>

1/2

24/13 GSA.gov Mail - FW: Julie's telework plan

Sent: Wednesday, September 11, 2013 9:52 AM
To: Sylvia Meniffee
Cc: Julie Carroll; Joan Durocher; Lynnae Rutledge
Subject: Julie's telework plan

Sylvia

I have researched this issue and there is no prohibition in having a flexible telework arrangement with different types of telework. The acting Director of Policy has signed off.

Please process the agreement by COB 9/12/13 or provide me with specific reasons why it cannot be legally processed.

Rebecca Cokley

Executive Director

National Council on Disability

1331 F Street NW, Suite 850

Washington, DC 20004

202-272-2124 Voice

202-272-2074 TTY



David Allen - WPG-C <david.allen@gsa.gov>

Ms. Carroll's telework

1 message

Jeff Rosen <jrosen@ncd.gov>
To: Sylvia Jones <sjones@ncd.gov>
Cc: Rebecca Cokley <rcokley@ncd.gov>

Thu, Sep 19, 2013 at 12:52 PM

Sylvia,

I write in Ms Cokley's absence.

This is in regards to Ms. Carroll's telework plan. This was researched on OPM .gov at http://www.telework.gov/guidance_and_legislation/telework_guide/telework_guide.pdf In addition they provided the following guidance to your specific question to Ms. Margaret Higgins, Human Resources Specialist, at GSA (202-501-3764).

You are correct. While OPM's Telework Guide breaks down types of telework into two groups: 1) routine telework (telework that occurs as part of a an ongoing, regular schedule, and 2) situational telework (telework approved on a case-by-case basis where the hours worked are not part of a previously approved, ongoing and regular telework schedule), our policy guidance only states that any employee who wishes to telework (regardless of type) must first complete telework training and have a written telework agreement in place (see page 4 of the Telework Guide). I might also add that the Telework Enhancement Act gave each Executive agency the exclusive authority to establish its own telework policy (subject to the limitations described in the law – e.g. written agreement). The language also specifically states the telework agreement is entered into between the manager and the employee and should outline the specific work arrangement that is agreed to between the two. This should ensure maximum flexibility is in the hands of the agency and manager in order to meet agency mission and operational/organizational needs. Remember one of the most common uses of situational telework is 'unscheduled telework' in the event of a weather related and other emergencies, which again lends further credence to the flexibility agencies and managers exercise in the use of telework as a strategic management tool. Thus in sum, unless GSA's telework policy disallows the flexibility that is described in this scenario, each individual manager has the discretion to establish routine telework schedules and to modify those arrangements on a temporary/case-by-case basis to allow for situational telework to meet organizational needs. A caveat to this, of course, is a case in which an employee moves from a purely situational telework schedule to a routine telework schedule (or vice versa). In that case, the telework agreement should be modified to reflect permanent changes to the telework agreement.

I believe you would agree that an employee with an agreement for only regular telework, could telework during a weather emergency (situational).

Please process Ms. Carroll's telework agreement by COB 9-20-13 or provide me written regulations that prevent you from doing so.

-Jeff

From: Nick Rushizky <nrushizky.cntr@ncd.gov>
Date: September 13, 2013, 5:53:35 PM EDT
To: Rebecca Cokley <rcokley@ncd.gov>, Robyn Powell <RPowell@ncd.gov>
Subject: Email request

I got a call this afternoon from my boss at Global Networkers, William Haygood, informing me that he'd been contacted by Sylvia. He put it as being very strictly told by Sylvia to make sure I comply with a FOIA request for emails which I apparently will be seeing next week.

I don't know the proper legal channels for how this is supposed to be handled, and I want to make sure I'm doing it properly. I'm betting that letting you know is the right start.

If there's anything else I need to do, please let me know. You can also call me whenever you need
- 202-841-2616.

Nick

To: David Allen - WPG-C <david.allen@gsa.gov>

Cc: Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>, Rebecca Cokley <rcokley@ncd.gov>

David,

Thanks for your time. In reference to the aforementioned conversation with Sylvia Meniffee Jones, I was contacted last week by Sylvia. She was working from home, so I didn't recognize the number as it was blocked to my mobile phone. She told me that she was working from home, but wanted to make me aware of a situation. She said that we would receive a request dealing with the Freedom of Information Act. As my COTR, she wanted to discuss with me versus my onsite consultant (Nick Rushizky) according to contract. She said that she wanted me to tell Nick to follow the law and provide the information requested of him. She didn't say what or when the information would be, but wanted to remind me to remind him that we needed to follow the law and provide the requested information.

I let Nick know that very thing on Friday and that I was coming to meet with Sylvia on Monday to discuss contract performance. He was unaware of this FOIA request at that time and said of course he would follow what was asked of him.

We, as a company nor Nick, have a history of not being compliant with requests. I felt comfortable letting Sylvia know that whatever was requested would be provided -as always.

That's all the detail I have of the conversation. If you or Ms. Cokley have additional questions, concerns, or requests, we will be happy to comply. I would like to request that I be made aware of conversations that are being had directly with Nick Rushizky in reference to anything having to do with a legal matter as Nick is my employee (and has been for a long time) but he is not authorized to respond to legal inquiries on behalf of Global Networkers and the status of our contract. He, of course, can answer questions requested of him that may aid you in any way, but I would like to be aware of the context as this has the potential of being a stressful situation at his workplace.

Thanks so much for your time and consideration.

Sincerely,

William

William Haygood, President & CEO

Global Networkers

(704) 343-0094 ext. 202

(704) 724-3330 (mobile)



<http://www.globalnetworkers.com>



National Council on Disability

An independent federal agency making recommendations to the President and Congress to enhance the quality of life for all Americans with disabilities and their families.

November 1, 2013

MEMORANDUM FOR SYLVIA JONES
DIRECTOR OF ADMINISTRATION
NATIONAL COUNCIL ON DISABILITY

FROM: REBECCA COKLEY (b) (6)
EXECUTIVE DIRECTOR
NATIONAL COUNCIL ON DISABILITY

SUBJECT Notice of Proposal to Suspend

This is notice that I propose to suspend you from your position as Director of Administration, GS- 341-15, with the National Council on Disability (NCD) without pay for a period of 14 calendar days to promote the efficiency of the service. The charges and specifications for your proposed suspension are outlined below.

Charge1: Failure to Follow Supervisor's Instructions

Specification 1:

On September 25, 2013, you were sent an email by Jeff Rosen, Council Chair, NCD and your second level supervisor, giving you a direct order to draft a contingency plan for the Office of Management and Budget, should there be a government wide shut down. This direct order was a result of an initial email to you from Mr. Rosen, dated September 20, 2013, with the same instructions. You emailed him back on September 25, 2013 explaining that I was responsible for preparing the plan. You did not submit the draft plan as instructed.

Specification 2:

You disagreed with the decision to replace the IT consulting service used by NCD, Development Info Structure (DEVIS). Due to your disagreement, Mr. Rosen emailed you on September 24, 2013 giving you a direct order to extend the existing service from DEVIS. In your capacity as Director of Administration, you are required to support the Council and serve as the principal advisor to me, as NCD's Executive Director. You again, failed to follow supervisory instructions.

Specification 3:

On or About September 23, 2013, you put the following on your email "Sylvia Jones Automatic reply: Thank you for your email. I'm currently in the office. However, due to end of year budget and payroll close out I am unable to respond to emails. I will respond to all emails by the close of business Wednesday, September 25, 2013. Thank you, Sylvia". You also indicated to Gary Blumenthal, Chair, Audit and Finance Committee, that you would not be accepting telephone calls during this period.

As you are aware, there were several outstanding issues with our end-of-year budget that required coordination with Mr. Blumenthal. To attempt to cut off the communication used to resolve these issues was a blatant attempt to circumvent your duties and responsibilities. On September 24, 2013, Mr. Rosen provided you with a direct order to keep these lines of communications open and to respond appropriately. Since you were not reading your emails, Mr. Rosen had to have this direct order hand delivered to you on that same date.

Charge 2: Delay in Carrying Out Assignments

Specification:

You emailed Julie Carroll, Senior Policy Advisor, on August 27, 2013 stating that you would research whether she could have a telework agreement that included both regular and situational telework. You took no action to respond to her until I became involved in the issue, researched it and instructed you to move forward with processing the agreement in an email dated September 11, 2013. In failing to act timely, you caused the agency to be unable to utilize Ms. Carroll's services until the agreement was finally approved.

Charge 3: Misuse of Position

Specification:

On or about September 13, 2013, you contact William Haygood, President & CEO of Global Networks, to demand that he inform Nick Rushizky, Network Consultant, that he was to comply with the demands of a Freedom of Information Act (FOIA) request he was to receive shortly. You were the initiator of that FOIA request and it involved your employment with NCD. Your contacting Mr. Haygood was a misuse of your position as Director of Administration. There are official channels for processing FOIA requests and you are not involved in the process unless requested or directed to do so by appropriate authority. You were not requested or directed to involve yourself in this matter.

Discussion:

In proposing this action, I have considered that you have approximately 24 years of Federal service, and that your performance has been at least fully successful. I have also taken into account that you have no prior discipline.

Your misconduct mentioned above has been extremely disruptive to the mission of the organization. I have lost confidence in your ability to professional and appropriately carry out the functions of your duties. You have repeatedly failed to follow supervisory instructions, defying my authority as your supervisor. While I appreciate your desire to speak freely and communicate your opinions, your insolent behavior will no longer be tolerated. I consider your misconduct to be very serious.

Based on your misconduct, a 14 day suspension is the appropriate sanction to propose. Your behavior of intentionally not performing your duties is extremely serious and has a negative impact on the mission of the agency.

You will be allowed fifteen (15) calendar days from the date of your receipt of this letter to reply orally and/or in writing and to furnish affidavits and other documentary evidence in support of your reply. In making your reply, you will not be restricted to matters relating solely to the reasons for proposing this action, but you may plead extenuating circumstances, or make any other representation which you consider appropriate. Full consideration will be given to any reply you make before a decision is rendered.

Your written response and/or request to make an oral response must be addressed to the deciding official:

Jeff Rosen
Chairman NCD
Washington, D.C. 20407

If you wish to make an oral reply, please contact Mr. Rosen at (202) 708-6100 to schedule an appointment.

You have the right to be represented by an attorney or other representative of your choice. A representative employed by NCD may be disallowed if his or her activities as a representative would cause a conflict of interest or if the representative's release from his or her official position would give rise to unreasonable costs to the government, or if priority work assignments preclude his/her release from official duties.

If you have a representative, please designate your representative by name and address in a signed statement. That information should be forwarded to Mr. Rosen on or before the expiration date of provision of any reply.

Any request for an extension of time must be made in writing to Mr. Rosen and must state the amount of additional time desired and specific reasons(s) you feel that an extension should be granted.

A copy of the official records relied upon to support the reason for this proposed action is attached for your reference. Upon request to your supervisor, you and your

representative, if a NCD employee, will be granted up to a reasonable amount of official time to prepare your reply.

This is only a proposed action. No decision has been made or will be made until after the time allotted for you to respond and your response, if any, is considered. The decision will be based on the evidence of record to include careful consideration of any written and/or oral reply you make and any affidavits or other evidence you submit in support of your reply to this proposal. You will be notified of the decision in this matter, in writing, at the earliest practical date after the end of the fifteen (15) day reply period.

If you have any questions regarding your rights or the procedures involved in proposing this action, you may contact Lisa Gilmore, Employee Relations Specialist, Employee Relations Branch, Office of Human Resources Services, GSA, at 202-205-4929.

Acknowledgement

Sylvia Jones

Date

Your signature indicates that you have received the original of this memorandum.

Attachments:

Copy of Supporting Documentation (employee)

cc: Lisa Gilmore

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:lisa.gilmore@gsa.gov)
To: Rebecca Cokley
Date: 10/21/2013 3:53:28 PM
Subject: Re: Key

(b) (5)

On Mon, Oct 21, 2013 at 3:11 PM, Rebecca Cokley <rcokley@ncd.gov> wrote:

Lisa

Can you write me a reminder email about having Sylvia give Nick the server key?

Thanks

Rebecca

Sent from my iPad

Begin forwarded message:

From: Nick Rushizky <nrushizky.cntr@ncd.gov>
Date: October 21, 2013, 2:47:50 PM EDT
To: Rebecca Cokley <rcokley@ncd.gov>
Subject: Key

Any news on the server cabinet key?



Nick



Nick Rushizky

Network Consultant for National Council on Disability

On Behalf of GlobalNetworkers, Inc.

nrushizky.cntr@ncd.gov

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:lisa.gilmore@gsa.gov)
To: [Rebecca Cokley](mailto:rcokley@ncd.gov)
Date: 12/5/2013 11:21:02 AM
Subject: Re: metro subsidy

(b) (5)

On Wed, Dec 4, 2013 at 10:03 AM, Rebecca Cokley <rcokley@ncd.gov> wrote:

Lisa



Sylvia hasn't stopped Julie's metro subsidy, so she's been getting it monthly while on leave. Do you know who I would talk to at GSA about canceling it or putting it on hold until she's back to work.



Rebecca Cokley

Executive Director

National Council on Disability

1331 F Street NW, Suite 850

Washington, DC 20004

[202-272-2124](tel:202-272-2124) Voice

[202-272-2074](tel:202-272-2074) TTY

[202-272-2022](tel:202-272-2022) Fax

Rcokley@ncd.gov

Website: <http://www.ncd.gov>



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Lisa Gilmore
Human Resources Specialist (Employee Relations)
Washington Area Operations Center
Employee Relations Branch-CPWA
301 7th Street, S.W., Room 1022
Washington, DC 20407
202-205-4929 ♦ Desk
202- (b) (5) Phone
202-708-5377 fax



https://docs.google.com/a/gsa.gov/forms/d/1nhjCN6rnQLHds76fKF2MsLyLHchZpKL7e_LIZjNJlr0/viewform

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:lisa.gilmore@gsa.gov)
To: Rebecca Cokley
Date: 9/25/2013 8:14:56 AM
Subject: Re: Performance Appraisals

Hi Rebecca and Congratulations! Can you give Dave & I a call at your convenience? 💎Thanks

On Tue, Sep 24, 2013 at 11:39 PM, Rebecca Cokley <rcokley@ncd.gov> wrote:

Hi all

Staff directors were informed that they were to have sent me their performance plans on by COB on the 19th. I've received ratings and plans from Joan and Anne (and will forward them to you, Jeff), but I have yet to receive either Sylvia's draft appraisal or Stacey's. FYI

Rebecca

Sent from my iPad

Begin forwarded message:

From: Sylvia Jones <sjones@ncd.gov>
Date: September 19, 2013, 2:45:31 PM EDT
To: Rebecca Cokley <rcokley@ncd.gov>
Cc: Sylvia Jones <sjones@ncd.gov>
Subject: RE: Performance Appraisals

Rebecca,

Due to budget close out, I will forward Stacey's draft rating to you tomorrow before the close of business.

Sylvia

From: Rebecca Cokley
Sent: Monday, September 09, 2013 2:54 PM
To: Anne Sommers; Sylvia Meniffee
Cc: Jeff Rosen; Lynnae Ruttledge
Subject: Performance Appraisals

Anne and Sylvia,

As you know, the appraisal period is 10-1 to 9-30 with the appraisal being due to be sent forward for concurrence/approval by 09/30/13. As you also know, I will be going on maternity leave prior to 9-30-13.

I will require you to prepare draft appraisals for me for to review by 9-19-13. I will review them and provide you my feedback. If you propose no changes in the final ratings of the employees, I delegate Mr. Rosen to sign for me those final ratings. If there is a change in performance that would change the draft ratings, they must be reviewed and approved by Mr. Rosen prior to their issuance.

Please see me if you have any questions.

Rebecca Cokley

Executive Director

National Council on Disability

1331 F Street NW, Suite 850

Washington, DC 20004

[202-272-2124](tel:202-272-2124) Voice

[202-272-2074](tel:202-272-2074) TTY

[202-272-2022](tel:202-272-2022) Fax

Rcokley@ncd.gov

Website: <http://www.ncd.gov>

No virus found in this message.

Checked by AVG - www.avg.com

Version: 2012.0.2242 / Virus Database: 3222/6150 - Release Date: 09/09/13

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Lisa Gilmore

Human Resources Specialist (Employee Relations)

Washington Area Operations Center

Employee Relations Branch-CPWA

301 7th Street, S.W., Room 1022

Washington, DC 20407

[202-205-4929](tel:202-205-4929) ♦ Desk

[202-\(b\)\(5\)XXXXXX](tel:202-(b)(5)XXXXXX) Phone

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:lisa.gilmore@gsa.gov)

To: [Rebecca Cokley](#)

Date: 10/24/2013 11:57:30 AM

Subject: Draft response to Jones ref. her husband emails.docx

Attachments: Draft response to Jones ref. her husband emails.docx

Rebecca attached is the final to be sent from you to Sylvia

I have about 2 hours to spare while I wait for my Mom t finish the scan. Feel free to call me on cell

(b) (5)

(b) (5)

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:lisa.gilmore@gsa.gov)
To: [Rebecca Cokley](mailto:rcokley@ncd.gov)
Date: 10/18/2013 3:03:58 PM
Subject: Re: Revised Telework Agreement

can you give me a call?

On Fri, Oct 18, 2013 at 2:39 PM, Rebecca Cokley <rcokley@ncd.gov> wrote:

Lisa

The thing is, I'll be teleworking part-time, and using the rest to make up for it until, eventually, I'll likely have to do a few weeks of regular "part time" (unless a miracle occurs and I get more donated leave than I think I will.) Can we revise the note given that information?

Rebecca

From: Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>
Sent: Friday, October 18, 2013 2:08 PM
To: Rebecca Cokley
Cc: Jeff Rosen
Subject: Re: Revised Telework Agreement

(b) (5)

How do you suggest I respond. CC'ing Mr. Rosen as my supervisor.

Rebecca

Sent from my iPad

On Oct 18, 2013, at 9:11 AM, "Sylvia Jones" <sjones@ncd.gov> wrote:

> Rebecca,
>
> Please be advised that per HR, I must initiate an SF-52 to change your work schedule from full-time to part-time. I also need you leave slips for your absences.
>
>
> Sylvia
> _____
> From: Rebecca Cokley
> Sent: Thursday, October 17, 2013 7:31 PM
> To: Sylvia Jones
> Cc: Jeff Rosen
> Subject: Fwd: Revised Telework Agreement
>
> Ms. Jones
>
> Please see the attached telework plan, approved by the Chair, and effective today.
>
>
> Thank you
>
> Rebecca
>
> Begin forwarded message:
>

--

Lisa Gilmore
Human Resources Specialist (Employee Relations)
Washington Area Operations Center
Employee Relations Branch-CPWA
301 7th Street, S.W., Room 1022
Washington, DC 20407
202-205-4929 Desk
202-(b) (5) Mobile Phone
[202-708-5377](tel:202-708-5377) fax



https://docs.google.com/a/gsa.gov/forms/d/1nhjCN6rnQLHds76fKF2MsLyLHchZpKL7e_LIZjNJlr0/viewform

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From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:lisa.gilmore@gsa.gov)
To: [Rebecca Cokley](#)
Date: 11/20/2013 9:48:52 AM
Subject: Jones Response

Hi Rebecca,

Did Jeff send Sylvia something extending the deadline for a response until 11-29? ♦ Please have him to send it to Lesly before he sends out. ♦ Also can you send me a copy? ♦ thanks ♦

--

Lisa Gilmore
Human Resources Specialist (Employee Relations)
Washington Area Operations Center
Employee Relations Branch-CPWA
301 7th Street, S.W., Room 1022
Washington, DC 20407
202-205-4929 ♦ Desk
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[202-708-5377](tel:202-708-5377) fax



https://docs.google.com/a/gsa.gov/forms/d/1nhjCN6rnQLHds76fKF2MsLyLHchZpKL7e_LIZjNJlr0/vie wform

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:lisa.gilmore@gsa.gov)
To: [Rebecca Cokley](#)
Date: 11/27/2013 12:49:40 PM
Subject: Re: documentation

yes please add the language. ♦ I will call you soon

On Wed, Nov 27, 2013 at 11:21 AM, Rebecca Cokley <rcokley@ncd.gov> wrote:

(b) (5)

Rebecca Cokley
Executive Director
National Council on Disability
1331 F Street NW, Suite 850
Washington, DC 20004
[202-272-2124](tel:202-272-2124) Voice
[202-272-2074](tel:202-272-2074) TTY
[202-272-2022](tel:202-272-2022) Fax
Rcokley@ncd.gov
Website: <http://www.ncd.gov>

From: Lisa Brown-Gilmore - CPWA [mailto:lisa.gilmore@gsa.gov]
Sent: Tuesday, November 19, 2013 2:16 PM
To: Rebecca Cokley
Subject: Re: documentation



Hi Rebecca,

The self-assessment is not mandatory. (b) (5)

(b) (5)

Since you do not have her self assessment you can only go with the performance documentation that you have.



On Tue, Nov 19, 2013 at 1:50 PM, Rebecca Cokley <rcokley@ncd.gov> wrote:

Sylvia still has not sent me her performance self-assessment that was originally due Sept 19th.



Rebecca Cokley

Executive Director

National Council on Disability

1331 F Street NW, Suite 850

Washington, DC 20004

[202-272-2124](tel:202-272-2124) Voice

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[202-272-2022](tel:202-272-2022) Fax

Rcokley@ncd.gov

Website: <http://www.ncd.gov>



--



Lisa Gilmore

Human Resources Specialist (Employee Relations)

Washington Area Operations Center

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301 7th Street, S.W., Room 1022

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[202-\(b\)\(5\)XXXXXX](tel:202-(b)(5)XXXXXX) Phone

[202-708-5377](tel:202-708-5377) fax

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:lisa.gilmore@gsa.gov)
To: [Rebecca Cokley](mailto:rcokley@ncd.gov)
Date: 12/10/2013 2:25:46 PM
Subject: Re: Inquiry...

no problem

On Tue, Dec 10, 2013 at 1:24 PM, Rebecca Cokley <rcokley@ncd.gov> wrote:
That's what I thought. Thanks for verifying. :)

Sent from my iPhone

On Dec 10, 2013, at 1:17 PM, "Lisa Brown-Gilmore - CPWA" <lisa.gilmore@gsa.gov> wrote:

Robyn is accurate. ♦ As long as she is licensed somewhere it doesn't matter. ♦

On Tue, Dec 10, 2013 at 11:32 AM, Rebecca Cokley <rcokley@ncd.gov> wrote:
Yes. She said she was under the belief that to be a federal attorney you just had to be barred somewhere. Not necessarily DC unless you were representing the agency in a court proceeding. ♦

Sent from my iPhone

On Dec 10, 2013, at 11:29 AM, "Lisa Brown-Gilmore - CPWA" <lisa.gilmore@gsa.gov> wrote:

Becca, have you talked to Robyn about this?

On Mon, Dec 9, 2013 at 5:16 PM, Rebecca Cokley <rcokley@ncd.gov> wrote:
From what I know federal attorneys can be barred in any state. For example, our GC is barred in Michigan. ♦

Becca

Sent from my iPhone

On Dec 9, 2013, at 4:52 PM, "Rebecca Cokley" <rcokley@ncd.gov> wrote:

This is the first I've learned of this. Is this an issue?

Rebecca ♦

Sent from my iPhone

Begin forwarded message:

From: Sylvia Jones <sjones@ncd.gov>
Date: December 9, 2013 at 4:50:44 PM EST
To: Rebecca Cokley <rcokley@ncd.gov>
Cc: Sylvia Jones <sjones@ncd.gov>, Robyn Powell
<RPowell@ncd.gov>
Subject: Inquiry...

Rebecca,

Robyn Powell has been acting in the capacity of an employment attorney for NCD. However during my public record search as a private citizen **(and not in the capacity of an NCD employee)** with the Bar Association I learned that Robyn Powell is not licensed to practice law in DC and since she has been involved in sensitive, private and personal matters relating to me, I would like to know under what authority have she been doing so. Please advise..

Sylvia

--

Lisa Gilmore
Human Resources Specialist (Employee Relations)
Washington Area Operations Center
Employee Relations Branch-CPWA
301 7th Street, S.W., Room 1022
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202- (b) (5) Phone
[202-708-5377](tel:202-708-5377) fax



https://docs.google.com/a/gsa.gov/forms/d/1nhjCN6rnQLHds76fKF2MsLyLHchZpKL7e_LIZjNJlr0/viewform

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:lisa.gilmore@gsa.gov)
To: [Jeff Rosen](mailto:jrosen@ncd.gov)
Date: 10/18/2013 9:49:20 AM
Subject: Re: FY 14 CR Calculation for the NCD

Thanks I will work with Rebecca on addressing this and other issues regarding Sylvia.

On Fri, Oct 18, 2013 at 9:32 AM, Jeff Rosen <jrosen@ncd.gov> wrote:

I have copied Lisa at GSA on this and will forward to her the email you sent Sylvia so that she is aware.

From: Gary Blumenthal <garyblumenthal@addp.org>
Sent: Friday, October 18, 2013 9:26 AM
To: Jeff Rosen; Gary Blumenthal
Cc: Rebecca Cokley
Subject: RE: FY 14 CR Calculation for the NCD

Thanks Jeff. I still would appreciate an acknowledgement of my question from Sylvia. ♦ I find it inexcusable that she neither answers nor acknowledges direct questions from her supervisor and Council leaders to whom she is tasked to work with.

Gary

-----Original Message-----

From: Jeff Rosen [mailto:jrosen@ncd.gov]
Sent: Friday, October 18, 2013 9:22 AM
To: Gary Blumenthal; Gary Blumenthal
Cc: Rebecca Cokley
Subject: FW: FY 14 CR Calculation for the NCD

Gary -

Dont worry about the file attachment, see text below for the amount apportioned to NCD under the CR.

-Jeff

From: Akbari, Jameela Raja <Jameela_Akbari@omb.eop.gov>
Sent: Friday, October 18, 2013 9:04 AM
To: Mark Whitemore - BCED
Cc: Sylvia Jones; Jeff Rosen
Subject: RE: FY 14 CR Calculation for the NCD

Sending again with the right address for Jeff.

From: Mark Whittlemore - BCED [mailto:mark.whittlemore@gsa.gov]
Sent: Friday, October 18, 2013 9:01 AM
To: Akbari, Jameela Raja
Cc: Sylvia Menifee; Rosen, Jeff
Subject: Re: FY 14 CR Calculation for the NCD

Thank you Jameela!

Mark Whittlemore, CGFM, CFE
Accountant
General Services Administration (GSA)
External Services Branch (BCED)
mark.whittlemore@gsa.gov <mailto:mark.whittlemore@gsa.gov>
1500 E. Bannister Road
Kansas City, MO, 64131
Phone: [816-823-4581](tel:816-823-4581)
Fax: [816-926-3642](tel:816-926-3642)

On Fri, Oct 18, 2013 at 7:57 AM, Akbari, Jameela Raja
<Jameela_Akbari@omb.eop.gov<mailto:Jameela_Akbari@omb.eop.gov>> wrote:
Minus Katrina; plus Jeff.

Yes, I get the same amount as you have below.

From: Mark Whittlemore - BCED
[mailto:mark.whittlemore@gsa.gov<mailto:mark.whittlemore@gsa.gov>]
Sent: Thursday, October 17, 2013 3:46 PM
To: Sylvia Menifee; McDonald, Katrina A.; Akbari, Jameela Raja
Subject: FY 14 CR Calculation for the NCD

Good afternoon Katrina & Jameela,

Can you please verify that the CR calculation for fiscal year 2014 is correct with regard to the National Council on Disability?

Fiscal Year 2013 Appropriation -
\$3,264,000
Division F, P.L. # 112-74 0.189% Rescission -
(6,169)
Division G, Section 3004(c)(1) 0.2% Rescission -
(6,516)
5% Sequestration -
(163,888)
Fiscal Year 2014 Base Amount
\$3,087,427
Multiplied by 29.32% (107/365)
X ♦ 29.32%

Amount Automatically Apportioned under the CR ♦ ♦ ♦ ♦ ♦ \$905,234

Please let me know and have a great day!

Mark Whittemore, CGFM, CFE

Accountant

General Services Administration (GSA)

External Services Branch (BCED)

mark.whittemore@gsa.gov <mailto:mark.whittemore@gsa.gov>

1500 E. Bannister Road

Kansas City, MO, 64131

Phone: [816-823-4581](tel:816-823-4581) <tel:[816-823-4581](tel:816-823-4581)>

Fax: [816-926-3642](tel:816-926-3642) <tel:[816-926-3642](tel:816-926-3642)>

--

Lisa Gilmore

Human Resources Specialist (Employee Relations)

Washington Area Operations Center

Employee Relations Branch-CPWA

301 7th Street, S.W., Room 1022

Washington, DC 20407

202-205-4929 ♦ Desk

202-(b) (5) Phone

202-708-5377 fax



https://docs.google.com/a/gsa.gov/forms/d/1nhjCN6rnQLHds76fKF2MsLyLHchZpKL7e_LIZjNJlr0/viewform

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:lisa.gilmore@gsa.gov)
To: [Rebecca Cokley](mailto:rcokley@ncd.gov)
Date: 9/26/2013 3:48:46 PM
Subject: Re: Laptop

(b) (5)

On Thu, Sep 26, 2013 at 3:42 PM, Rebecca Cokley <rcokley@ncd.gov> wrote:

I asked Nick to set me up with a laptop so I could access email from home without having to deal with the crappy online Microsoft login stuff. I was going to have My husband pick it up tomorrow.

Sylvia told nick I am not to have a laptop because I am on leave.

Please give me text to direct her to approve a laptop for me.

Rebecca

Sent from my iPhone

--

Lisa Gilmore
Human Resources Specialist (Employee Relations)
Washington Area Operations Center
Employee Relations Branch-CPWA
301 7th Street, S.W., Room 1022
Washington, DC 20407
202-205-4929 ♦ Desk
202-(b) (5) Phone
202-708-5377 fax



https://docs.google.com/a/gsa.gov/forms/d/1nhjCN6rnQLHds76fKF2MsLyLHchZpKL7e_LIZjNJlr0/viewform

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:lisa.gilmore@gsa.gov)
To: [Jeff Rosen](#)
Date: 9/24/2013 12:11:28 PM
Subject: Direct Order - October Kansas Meeting

Jeff, please send the following to Sylvia with a read receipt. If she does not read, let me know.
Thanks

(b) (5)

--

Lisa Gilmore
Human Resources Specialist (Employee Relations)
Washington Area Operations Center
Employee Relations Branch-CPWA
301 7th Street, S.W., Room 1022
Washington, DC 20407
[202-205-4929](tel:202-205-4929) ♦ Desk
[202-\(b\) \(5\) \[REDACTED\]](tel:202-(b) (5) [REDACTED]) Phone
202-708-5377 fax



https://docs.google.com/a/gsa.gov/forms/d/1nhjCN6rnQLHds76fKF2MsLyLHchZpKL7e_LIZjNJlr0/viewform

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:lisa.gilmore@gsa.gov)
To: Rebecca Cokley
Date: 10/31/2013 10:43:06 AM
Subject: Re: Temp Appt. Extension (3rd Request)

(b) (5)

On Thu, Oct 31, 2013 at 9:02 AM, Rebecca Cokley <rcokley@ncd.gov> wrote:

I'll call you about this shortly. I do not appreciate her tone. ♦

Rebecca ♦

Sent from my iPhone

Begin forwarded message:

From: Sylvia Jones <sjones@ncd.gov>
Date: October 31, 2013 at 8:46:29 AM EDT
To: Rebecca Cokley <rcokley@ncd.gov>
Cc: Sylvia Jones <sjones@ncd.gov>
Subject: FW: FW: Temp Appt. Extension (3rd Request)

Rebecca,

This is my 3rd documented request to you seeking a response on the extension for temp employee Chanda Bethea. You read the email that I sent to you yesterday at 9:14 a.m., however you did not respond back to me. As you know, Stacey Brown's 14-day suspension starts tomorrow and if Chanda Bethea is not extended it will further cripple my team as I will have no staff onboard which will affect work being done to include answering and responding to telephone calls and inquires from constituents. It will also be another internal control/audit issue that I will have to report due to an inadequate level of staff resources. We are also approaching the holiday season and having Chanda on staff will be a needed support due staff leave.

You and Jeff's recommendation to realign the Financial Analyst and Administrative Specialist positions (non-budget position) has severely impeded the work of office and placed the agency's internal controls in a high-risk status.

I would also like to note that you did not hesitate to keep Nick Rushizky, a white male on staff despite performance issues and his lack of required credentials. Chanda Bethea has been a great asset to team and as the Director of Administration I would like to keep her on staff until January 3,

2014.

Since this is my third request an immediate response is requested.

Sylvia

From: Rebecca Cokley
Sent: Wednesday, October 30, 2013 9:20 AM
To: Sylvia Jones
Subject: Read: FW: Temp Appt. Extension (2nd Request)

Your message

To: Rebecca Cokley
Subject: FW: Temp Appt. Extension (2nd Request)
Sent: Wednesday, October 30, 2013 9:14:09 AM (UTC-05:00) Eastern Time (US & Canada)

was read on Wednesday, October 30, 2013 9:20:55 AM (UTC-05:00) Eastern Time (US & Canada).

--

Lisa Gilmore
Human Resources Specialist (Employee Relations)
Washington Area Operations Center
Employee Relations Branch-CPWA
301 7th Street, S.W., Room 1022
Washington, DC 20407
202-205-4929 ♦ Desk
202-(b) (5) Phone
202-708-5377 fax

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:Lisa.Brown-Gilmore-CPWA@gsa.gov)
To: [Rebecca Cokley](mailto:Rebecca.Cokley@ncd.gov)
Date: 11/22/2013 6:16:52 PM
Subject: Re: Entrance Conference for Audit of FY2013 Financial Statements

Ok thanks

Sent from my iPhone

On Nov 22, 2013, at 11:58 AM, Rebecca Cokley <rcokley@ncd.gov> wrote:

Lisa

At the bottom of this email chain is the initial email from the auditors requesting the completion of a series of documents. Ms. Jones did not send Mr. Rosen, Mr. Blumenthal, Mr. Kuniholm, and myself the documents until a latter email was sent at the end of October. This significantly delayed our annual audit.

Rebecca

From: Claude Etinoff <Claude.Etinoff@RegisCPA.com>
Sent: Friday, November 22, 2013 11:55 AM
To: Jeff Rosen; Jonathan Kuniholm; Gary Blumenthal; Rebecca Cokley
Cc: Peter Regis; Victor Ahuchogu; Thomas Coyne
Subject: FW: Entrance Conference for Audit of FY2013 Financial Statements

Good morning Jeff:

The e-mail trail below documents our initial entrance conference meeting request and the attached documents that we still have not completed.

Respectfully,

Claude J Etinoff CPA
Regis & Associates, PC
1400 Eye Street, NW
Suite 425
Washington, D.C. 20005
Tel: 202.296.7101
Mobile: (b) (5)

From: Thomas Coyne
Sent: Thursday, November 21, 2013 10:46 AM
To: rcokley@ncd.com
Cc: Claude Etinoff
Subject: FW: Entrance Conference for Audit of FY2013 Financial Statements

Hello Rebecca,

It was really nice getting to met you yesterday.

Respectfully,

Tom

From: Thomas Coyne
Sent: Tuesday, September 10, 2013 4:39 PM
To: smeniffee@ncd.gov
Cc: Peter Regis; Victor Ahuchogu
Subject: Entrance Conference for Audit of FY2013 Financial Statements

Hello Silvia Meniffee, Director of Administration,

The Entrance Conference for the audit of National Council on Disability (NCD) is scheduled for Thursday, September 19, 2013 at 11:00AM. The meeting will be held at NCD headquarters located at 1331 F Street, NW, Suite 850, Washington, DC 20004. Please allow at least 90 minutes for the meeting.

Attached is the Data Request List, Planning Questionnaire, Transaction walk through, and Internal Control and Evaluation Tool. If you have any questions please do not hesitate to call me at 202.296.7101.

As always we appreciate your help and expertise with these requests.

Respectfully,

Thomas Coyne
Regis & Associates, PC
1400 Eye Street, NW
Suite 425
Washington, DC 20005
Tel: 202.296.7101

No virus found in this message.

Checked by AVG - www.avg.com

Version: 2012.0.2242 / Virus Database: 3629/6358 - Release Date: 11/22/13

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:lisa.gilmore@gsa.gov)
To: [Rebecca Cokley](mailto:rcokley@ncd.gov)
Date: 12/11/2013 11:40:18 AM
Subject: Re: Post Employment Ethics Letter

(b) (5)

On Wed, Dec 11, 2013 at 10:19 AM, Rebecca Cokley <rcokley@ncd.gov> wrote:

(b) (5)

How should I respond?

Rebecca Cokley
Executive Director
National Council on Disability
1331 F Street NW, Suite 850
Washington, DC 20004
[202-272-2124](tel:202-272-2124) Voice
[202-272-2074](tel:202-272-2074) TTY
[202-272-2022](tel:202-272-2022) Fax
Rcokley@ncd.gov
Website: <http://www.ncd.gov>

From: Lisa Brown-Gilmore - CPWA [mailto:lisa.gilmore@gsa.gov]
Sent: Wednesday, December 11, 2013 10:19 AM
To: Rebecca Cokley
Subject: Re: Post Employment Ethics Letter



Didn't you respond to this? Does such a letter exist? ♦ It seems like Sylvia is the only person knowledgeable about such a letter. (b) (5)



On Wed, Dec 11, 2013 at 9:20 AM, Rebecca Cokley <rcokley@ncd.gov> wrote:

How should I respond?

Sent from my iPhone

Begin forwarded message:

From: Sylvia Jones <sjones@ncd.gov>
Date: December 11, 2013 at 9:15:35 AM EST
To: Rebecca Cokley <rcokley@ncd.gov>
Cc: Sylvia Jones <sjones@ncd.gov>, Robyn Powell <RPowell@ncd.gov>
Subject: FW: Post Employment Ethics Letter

Rebecca,

This email is to document that on November 21, I sent Robyn Powell an email inquiring if the agency had a post employment ethics letter and the information on how it's administered and/or disseminated to former employees.

Due to Robyn's non-responsiveness I sent her a 2nd request email on Dec 2 and still no response. It has now been 20 days I have not received a response from Robyn Powell.

Sylvia

From: Sylvia Jones
Sent: Monday, December 2, 2013 9:11 AM
To: Robyn Powell
Cc: Sylvia Jones
Subject: RE: Post Employment Ethics Letter (2nd Request)

Hi Robyn,

This is my second request for a response to the email below.

Sylvia

From: Sylvia Jones
Sent: Thursday, November 21, 2013 3:30 PM
To: Robyn Powell
Cc: Sylvia Jones
Subject: Post Employment Ethics Letter

Robyn,

Does NCD have a post employment ethics letter that we give to employees when they depart the agency? If so, please explain how it is administered and/or disseminated to former employees.

Sylvia



--



Lisa Gilmore

Human Resources Specialist (Employee Relations)

Washington Area Operations Center

Employee Relations Branch-CPWA

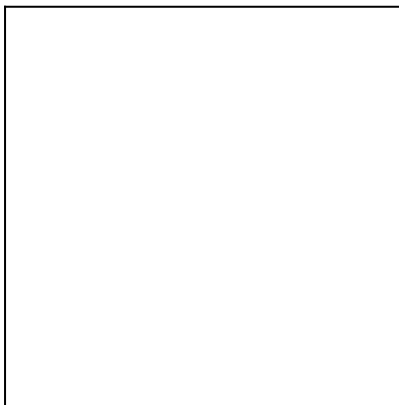
301 7th Street, S.W., Room 1022

Washington, DC 20407

[202-205-4929](tel:202-205-4929) ♦ Desk

[202-\(b\)\(5\)](tel:202-(b)(5)) Phone

[202-708-5377](tel:202-708-5377) fax



https://docs.google.com/a/gsa.gov/forms/d/1nhjCN6rnQLHds76fKF2MsLyLHchZpKL7e_LIZjNJlr0/vi ewform

No virus found in this message.

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Version: 2012.0.2242 / Virus Database: 3658/6410 - Release Date: 12/11/13

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:lisa.gilmore@gsa.gov)
To: Rebecca Cokley
Date: 12/9/2013 10:05:50 PM
Subject: Re: Inquiry...

I'm not sure but I will look into.

Sent from my iPhone

On Dec 9, 2013, at 5:16 PM, Rebecca Cokley <rcokley@ncd.gov> wrote:

From what I know federal attorneys can be barred in any state. For example, our GC is barred in Michigan.

Becca

Sent from my iPhone

On Dec 9, 2013, at 4:52 PM, "Rebecca Cokley" <rcokley@ncd.gov> wrote:

This is the first I've learned of this. Is this an issue?

Rebecca

Sent from my iPhone

Begin forwarded message:

From: Sylvia Jones <sjones@ncd.gov>
Date: December 9, 2013 at 4:50:44 PM EST
To: Rebecca Cokley <rcokley@ncd.gov>
Cc: Sylvia Jones <sjones@ncd.gov>, Robyn Powell <RPowell@ncd.gov>
Subject: Inquiry...

Rebecca,
Robyn Powell has been acting in the capacity of an employment attorney for NCD. However during my public record search as a private citizen **(and not in the capacity of an NCD employee)** with the Bar Association I learned that Robyn Powell is not licensed to practice law in DC and since she has been involved in sensitive, private and personal matters relating to me, I would like to know under what authority have she been doing so. Please advise..
Sylvia

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:lisa.gilmore@gsa.gov)
To: [Rebecca Cokley](mailto:rcokley@ncd.gov)
Date: 12/5/2013 2:51:26 PM
Subject: Re: FW: Eric's start date

yes the email is good

On Thu, Dec 5, 2013 at 1:39 PM, Rebecca Cokley <rcokley@ncd.gov> wrote:

Lisa

Please review the back and forth below. It is imperative that this item be a priority for Mrs. Jones. Does this sound appropriate?

(b) (5)

Thank you.

Rebecca Cokley
Executive Director
National Council on Disability
1331 F Street NW, Suite 850
Washington, DC 20004
[202-272-2124](tel:202-272-2124) Voice
[202-272-2074](tel:202-272-2074) TTY
[202-272-2022](tel:202-272-2022) Fax
Rcokley@ncd.gov
Website: <http://www.ncd.gov>

From: Anne Sommers
Sent: Thursday, December 05, 2013 1:13 PM
To: Rebecca Cokley
Subject: FW: Eric's start date



Rebecca,

It has been 2.5 months since we interviewed Mr. Buehlmann, and I remain very concerned we may lose him as our hire if the hiring process is unnecessarily lengthened and we do not communicate with him timely. Please see the email chain below. I understand from Ms. Jones's email that she has many priority items right now. However I'd greatly appreciate your consideration of prioritizing this item on Ms. Jones's workload and requesting that she work with me to talk to Mr. Buehlmann together so we're not sending mixed or tardy or no messages to him right now.

I appreciate your thoughts. Thanks.

Anne

From: Anne Sommers

Sent: Thursday, December 5, 2013 1:08 PM

To: Sylvia Jones

Subject: RE: Eric's start date

Hi Sylvia,

I will double check with Mr. Buehlmann before you take that step with GSA. Please hold off until I can call him.

However, I believe I have been clear and consistent about Eric's request to post a month's notice at his current employer. When we talked about December 29 as a start date, you are right, it was quite a while back....when that start date was far more than a month's worth, to provide the time needed for you to process paperwork with GSA, to have him go through clearance, to issue a formal offer, then give him that month's worth of time to provide the notice he requested. It's obviously been many weeks since that conversation, making December 29 no longer an appropriate time frame. He will not post notice until he has a firm offer from us, which I understood from you was to come at the end of the clearance process, which was to be started this week.

I will contact Eric at the next break here to see if he can start in late December, but I don't believe he can. If I know when he may get his letter, I can accurately project his start date. I understand that you are very busy right now. However, this is a very high priority, and I'll let Rebecca know where we are in the process, so we can keep this queued up for completion in the very near term.

What would help is getting a very clear overview of the process -- and having you, as our HR expert, update Eric. Would you be willing to do a call with him with me tomorrow? I will arrange it if you are willing. He has been very patiently waiting and I don't feel our coordination is as good as it could be in communicating to him timely.

So again, please don't contact GSA until I confirm with Eric that he cannot start December 30, though I don't believe he can.

I'll write again today once I speak with Eric.

Thanks,
Anne

From: Sylvia Jones
Sent: Thursday, December 5, 2013 12:05 PM
To: Anne Sommers
Cc: Sylvia Jones
Subject: RE: Eric's start date

Hi Anne,

Today is the first time you've communicated a January start date to me. When I inquired about Mr. Buehlmann starting in January a while back you were firm with the December 29 start date.

Today, I sent forth Mr. Buehlmann's signed SF-52 and draft offer letter to GSA with a starting date of December 29, reporting on Dec 30. The last minute changes are causing an unnecessary workload burden on me; and as you know I am without staff other than Stacey.

I will notify GSA to remove Mr. Buehlmann from the Dec 30 orientation list and I will re-do the paperwork when time permits.

Sylvia

From: Anne Sommers
Sent: Thursday, December 5, 2013 11:54 AM
To: Sylvia Jones
Subject: Eric's start date

Hi Sylvia:

Just a reminder that Eric told us during his interview and throughout the process that he will be giving a month's notice to his current employer. Accordingly, his start date will be in January, not December. I don't have the pay calendar in front of me, but I think it's January 12 that makes the most sense.

Thanks,
Anne

No virus found in this message.
Checked by AVG - www.avg.com
Version: 2012.0.2242 / Virus Database: 3658/6393 - Release Date: 12/05/13

--

Lisa Gilmore

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:lisa.gilmore@gsa.gov)
To: [Rebecca Cokley](mailto:rcokley@ncd.gov)
Date: 12/5/2013 12:48:54 PM
Subject: Re: FW: Julie's Metro Subsidy

You deserve many awards!!!

On Thu, Dec 5, 2013 at 11:47 AM, Rebecca Cokley <rcokley@ncd.gov> wrote:

Nope. It would have likely been Carla. I'm on the phone with WMATA right now and they're trying to help.

Rebecca Cokley

Executive Director

National Council on Disability

1331 F Street NW, Suite 850

Washington, DC 20004

[202-272-2124](tel:202-272-2124) Voice

[202-272-2074](tel:202-272-2074) TTY

[202-272-2022](tel:202-272-2022) Fax

Rcokley@ncd.gov

Website: <http://www.ncd.gov>

From: Lisa Brown-Gilmore - CPWA [mailto:lisa.gilmore@gsa.gov]

Sent: Thursday, December 05, 2013 11:45 AM

To: Rebecca Cokley

Subject: Re: FW: Julie's Metro Subsidy



Are you serious? ♦ Has Stacy or anyone else done this in the past? ♦



On Thu, Dec 5, 2013 at 11:37 AM, Rebecca Cokley <rcokley@ncd.gov> wrote:

AAAAAAAACK!



Now to find the needle in the haystack. Oh joy!



Rebecca Cokley

Executive Director

National Council on Disability

1331 F Street NW, Suite 850

Washington, DC 20004

[202-272-2124](tel:202-272-2124) Voice

[202-272-2074](tel:202-272-2074) TTY

[202-272-2022](tel:202-272-2022) Fax

Rcokley@ncd.gov

Website: <http://www.ncd.gov>



From: Sylvia Jones

Sent: Thursday, December 05, 2013 11:36 AM

To: Rebecca Cokley

Cc: Sylvia Jones

Subject: RE: Julie's Metro Subsidy



Rebecca,

GSA is not responsible for nor provide metro subsidy services to NCD. This is a responsibility of the Administrative Assistant and/or Financial Analyst which you supervise. The contract financial analyst must contact WMATA to correct.

Sylvia

From: Rebecca Cokley

Sent: Thursday, December 5, 2013 10:23 AM

To: Sylvia Jones

Subject: Julie's Metro Subsidy



Mrs. Jones,



Please reach out to GSA by COB tomorrow and cancel Julie's metro subsidy.



Thank you.



From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:lisa.gilmore@gsa.gov)
To: [Rebecca Cokley](mailto:rcokley@ncd.gov)
Date: 12/5/2013 2:55:34 PM
Subject: Re: FW: Eric's start date

ok I'm about to go on a conference call I should be done by 3

On Thu, Dec 5, 2013 at 1:53 PM, Rebecca Cokley <rcokley@ncd.gov> wrote:

I have one more question for you, so call me when you have a moment.

Rebecca Cokley

Executive Director

National Council on Disability

1331 F Street NW, Suite 850

Washington, DC 20004

[202-272-2124](tel:202-272-2124) Voice

[202-272-2074](tel:202-272-2074) TTY

[202-272-2022](tel:202-272-2022) Fax

Rcokley@ncd.gov

Website: <http://www.ncd.gov>

From: Lisa Brown-Gilmore - CPWA [mailto:lisa.gilmore@gsa.gov]

Sent: Thursday, December 05, 2013 1:51 PM

To: Rebecca Cokley

Subject: Re: FW: Eric's start date



yes the email is good



On Thu, Dec 5, 2013 at 1:39 PM, Rebecca Cokley <rcokley@ncd.gov> wrote:

Lisa

Please review the back and forth below. It is imperative that this item be a priority for Mrs. Jones. Does this sound appropriate?

(b) (5)

(b) (5)

Thank you.

Rebecca Cokley

Executive Director

National Council on Disability

1331 F Street NW, Suite 850

Washington, DC 20004

[202-272-2124](tel:202-272-2124) Voice

[202-272-2074](tel:202-272-2074) TTY

[202-272-2022](tel:202-272-2022) Fax

Rcokley@ncd.gov

Website: <http://www.ncd.gov>

From: Anne Sommers

Sent: Thursday, December 05, 2013 1:13 PM

To: Rebecca Cokley

Subject: FW: Eric's start date



Rebecca,

It has been 2.5 months since we interviewed Mr. Buehlmann, and I remain very concerned we may lose him as our hire if the hiring process is unnecessarily lengthened and we do not communicate with him timely. Please see the email chain below. I understand from Ms. Jones's email that she has many priority items right now. However I'd greatly appreciate your consideration of prioritizing this item on Ms. Jones's workload and requesting that she work with me to talk to Mr. Buehlmann together so we're not sending mixed or tardy or no messages to him right now.

I appreciate your thoughts. Thanks.

Anne

From: Anne Sommers

Sent: Thursday, December 5, 2013 1:08 PM

To: Sylvia Jones

Subject: RE: Eric's start date

Hi Sylvia,

I will double check with Mr. Buehlmann before you take that step with GSA. Please hold off until I can call him.

However, I believe I have been clear and consistent about Eric's request to post a month's notice at his current employer. When we talked about December 29 as a start date, you are right, it was quite a while back....when that start date was far more than a month's worth, to provide the time needed for you to process paperwork with GSA, to have him go through clearance, to issue a formal offer, then give him that month's worth of time to provide the notice he requested. It's obviously been many weeks since that conversation, making December 29 no longer an appropriate time frame. He will not post notice until he has a firm offer from us, which I understood from you was to come at the end of the clearance process, which was to be started this week.

I will contact Eric at the next break here to see if he can start in late December, but I don't believe he can. If I know when he may get his letter, I can accurately project his start date. I understand that you are very busy right now. However, this is a very high priority, and I'll let Rebecca know where we are in the process, so we can keep this queued up for completion in the very near term.

What would help is getting a very clear overview of the process -- and having you, as our HR expert, update Eric. Would you be willing to do a call with him with me tomorrow? I will arrange it if you are willing. He has been very patiently waiting and I don't feel our coordination is as good as it could be in communicating to him timely.

So again, please don't contact GSA until I confirm with Eric that he cannot start December 30, though I don't believe he can.

I'll write again today once I speak with Eric.

Thanks,
Anne

From: Sylvia Jones
Sent: Thursday, December 5, 2013 12:05 PM
To: Anne Sommers
Cc: Sylvia Jones
Subject: RE: Eric's start date

Hi Anne,

Today is the first time you've communicated a January start date to me. When I inquired about Mr. Buehlmann starting in January a while back you were firm with the December 29 start date.

Today, I sent forth Mr. Buehlmann's signed SF-52 and draft offer letter to GSA with a starting date of December 29, reporting on Dec 30. The last minute changes are causing an unnecessary workload burden on me; and as you know I am without staff other than Stacey.

I will notify GSA to remove Mr. Buehlmann from the Dec 30 orientation list and I will re-do the paperwork when time permits.

Sylvia

From: Anne Sommers
Sent: Thursday, December 5, 2013 11:54 AM
To: Sylvia Jones
Subject: Eric's start date

Hi Sylvia:

Just a reminder that Eric told us during his interview and throughout the process that he will be giving a month's notice to his current employer. Accordingly, his start date will be in January, not December. I don't have the pay calendar in front of me, but I think it's January 12 that makes the most sense.

Thanks,
Anne

No virus found in this message.
Checked by AVG - www.avg.com
Version: 2012.0.2242 / Virus Database: 3658/6393 - Release Date: 12/05/13



--



Lisa Gilmore
Human Resources Specialist (Employee Relations)
Washington Area Operations Center
Employee Relations Branch-CPWA
301 7th Street, S.W., Room 1022
Washington, DC 20407
[202-205-4929](tel:202-205-4929) ♦ Desk
[202-\(b\)\(5\)](tel:202-(b)(5)) Phone
[202-708-5377](tel:202-708-5377) fax

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:lisa.gilmore@gsa.gov)
To: [David Allen - WPG-C](mailto:david.allen@gsa.gov)
Date: 9/10/2013 12:59:38 PM
Subject: Re: possible email to Brad Klietherems

Thanks Dave, we'll see what Sylvia does next.

On Tue, Sep 10, 2013 at 12:40 PM, David Allen - WPG-C <david.allen@gsa.gov> wrote:

(b) (5)

--

Dave Allen
Employee Relations Specialist
301 7th Street SW
Room 1619
Washington, DC 20407
David.Allen@GSA.gov
[202-690-9475](tel:202-690-9475)
FAX [202-205-2546](tel:202-205-2546) (Please call or email if faxing so that I can retrieve it)

--

Lisa Gilmore
Employee Relations Specialist
202-205-4929

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:lisa.gilmore@gsa.gov)
To: [Rebecca Cokley](mailto:Rebecca.Cokley@ncd.gov)
Date: 11/19/2013 3:15:34 PM
Subject: Re: documentation

Hi Rebecca,

The self-assessment is not mandatory. (b) (5)

(b) (5) Since you do not have her self assessment you can only go with the performance documentation that you have.

On Tue, Nov 19, 2013 at 1:50 PM, Rebecca Cokley <rcokley@ncd.gov> wrote:

Sylvia still has not sent me her performance self-assessment that was originally due Sept 19th.



Rebecca Cokley

Executive Director

National Council on Disability

1331 F Street NW, Suite 850

Washington, DC 20004

[202-272-2124](tel:202-272-2124) Voice

[202-272-2074](tel:202-272-2074) TTY

[202-272-2022](tel:202-272-2022) Fax

Rcokley@ncd.gov

Website: <http://www.ncd.gov>



--

Lisa Gilmore
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https://docs.google.com/a/gsa.gov/forms/d/1nhjCN6mQLHds76fKF2MsLyLHchZpKL7e_LIZjNJlr0/viewform

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:lisa.gilmore@gsa.gov)
To: [Rebecca Cokley](mailto:Rebecca.Cokley@ncd.gov)
Date: 12/19/2013 5:26:22 PM
Subject: Re: Suspension Letter

Thanks so much

On Thu, Dec 19, 2013 at 4:16 PM, Rebecca Cokley <rcokley@ncd.gov> wrote:
Sure, see attached.

Rebecca Cokley
Executive Director
National Council on Disability
1331 F Street NW, Suite 850
Washington, DC 20004
[202-272-2124](tel:202-272-2124) Voice
[202-272-2074](tel:202-272-2074) TTY
[202-272-2022](tel:202-272-2022) Fax
Rcokley@ncd.gov
Website: <http://www.ncd.gov>

From: Lisa Brown-Gilmore - CPWA [mailto:lisa.gilmore@gsa.gov]
Sent: Thursday, December 19, 2013 4:15 PM
To: Rebecca Cokley
Subject: Fwd: Suspension Letter



Hey Rebecca,



I need you help. ♦ Can you please take the "track changes" off the letter for Sylvia? ♦ I'm a bit challenged. ♦

----- Forwarded message -----

From: Jeff Rosen <jrosen@ncd.gov>
Date: Thu, Dec 19, 2013 at 4:09 PM
Subject: RE: Suspension Letter
To: Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>

Thanks Lisa.



Could you send me a clean copy?



Appreciate it.



-Jeff

From: Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>

Sent: Thursday, December 19, 2013 3:54 PM

To: Jeff Rosen

Subject: Suspension Letter



Hi Jeff,



The attached letter is ready for issuance. ♦ It has been reviewed by OGC. ♦ I am working with Rebecca on the 52. ♦ Please let me know when you issue the letter. ♦ I will be out of the office tomorrow, but checking my emails. ♦



--



Lisa Gilmore

Human Resources Specialist (Employee Relations)

Washington Area Operations Center

Employee Relations Branch-CPWA

301 7th Street, S.W., Room 1022

Washington, DC 20407

[202-205-4929](tel:202-205-4929) ♦ Desk

[202-\(b\)\(5\)](tel:202-(b)(5)) Phone

[202-708-5377](tel:202-708-5377) fax

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:lisa.gilmore@gsa.gov)
To: [Rebecca Cokley](#)
Date: 12/5/2013 12:59:58 PM
Subject: Re: FW: Julie's Metro Subsidy

You are clearly a major asset to NCD!

On Thu, Dec 5, 2013 at 11:57 AM, Rebecca Cokley <rcokley@ncd.gov> wrote:

Haha...I wish...All I m likely to get is more headaches. LOL

Rebecca Cokley

Executive Director

National Council on Disability

1331 F Street NW, Suite 850

Washington, DC 20004

[202-272-2124](tel:202-272-2124) Voice

[202-272-2074](tel:202-272-2074) TTY

[202-272-2022](tel:202-272-2022) Fax

Rcokley@ncd.gov

Website: <http://www.ncd.gov>

From: Lisa Brown-Gilmore - CPWA [mailto:lisa.gilmore@gsa.gov]

Sent: Thursday, December 05, 2013 11:49 AM

To: Rebecca Cokley

Subject: Re: FW: Julie's Metro Subsidy



You deserve many awards!!!



On Thu, Dec 5, 2013 at 11:47 AM, Rebecca Cokley <rcokley@ncd.gov> wrote:

Nope. It would have likely been Carla. I m on the phone with WMATA right now and they re trying to help.

Rebecca Cokley

Executive Director

National Council on Disability

1331 F Street NW, Suite 850

Washington, DC 20004

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[202-272-2074](tel:202-272-2074) TTY

[202-272-2022](tel:202-272-2022) Fax

Rcokley@ncd.gov

Website: <http://www.ncd.gov>

From: Lisa Brown-Gilmore - CPWA [mailto:lisa.gilmore@gsa.gov]

Sent: Thursday, December 05, 2013 11:45 AM

To: Rebecca Cokley

Subject: Re: FW: Julie's Metro Subsidy



Are you serious? ♦ Has Stacy or anyone else done this in the past? ♦



On Thu, Dec 5, 2013 at 11:37 AM, Rebecca Cokley <rcokley@ncd.gov> wrote:

AAAAAAAACK!



Now to find the needle in the haystack. Oh joy!



Rebecca Cokley

Executive Director

National Council on Disability

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[202-272-2022](tel:202-272-2022) Fax

Rcokley@ncd.gov

Website: <http://www.ncd.gov>



From: Sylvia Jones

Sent: Thursday, December 05, 2013 11:36 AM

To: Rebecca Cokley

Cc: Sylvia Jones

Subject: RE: Julie's Metro Subsidy



Rebecca,

GSA is not responsible for nor provide metro subsidy services to NCD. This is a responsibility of the Administrative Assistant and/or Financial Analyst which you supervise. The contract financial analyst must contact WMATA to correct.

Sylvia

From: Rebecca Cokley
Sent: Thursday, December 5, 2013 10:23 AM
To: Sylvia Jones
Subject: Julie's Metro Subsidy



Mrs. Jones,



Please reach out to GSA by COB tomorrow and cancel Julie's metro subsidy.



Thank you.



Rebecca Cokley

Executive Director

National Council on Disability

1331 F Street NW, Suite 850

Washington, DC 20004

[202-272-2124](tel:202-272-2124) Voice

[202-272-2074](tel:202-272-2074) TTY

[202-272-2022](tel:202-272-2022) Fax

Rcokley@ncd.gov

Website: <http://www.ncd.gov>



No virus found in this message.

Checked by AVG - www.avg.com

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:lisa.gilmore@gsa.gov)
To: [Rebecca Cokley](#)
Date: 12/18/2013 3:17:34 PM
Subject: Final Jones Decision

Rebecca,

If you are ok with the attached, I will forward to Brenda letting her know that this is the version we will go with. ♦ When does Jeff plan to issue? ♦ I need to notify my bosses (Sherrie and Jackie).

--

Lisa Gilmore
Human Resources Specialist (Employee Relations)
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From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:lisa.gilmore@gsa.gov)
To: [Rebecca Cokley](mailto:Rebecca.Cokley@ncd.gov)
Date: 12/3/2013 8:01:12 AM
Subject: Re: Administation and Audit Meeting Minutes

Hi Rebecca,
Please give me a call this morning on this one. 💎thanks

On Mon, Dec 2, 2013 at 4:59 PM, Rebecca Cokley <rcokley@ncd.gov> wrote:
Another response I need help drafting. 💎

Sent from my iPhone

Begin forwarded message:

From: Sylvia Jones <sjones@ncd.gov>
Date: December 2, 2013 at 4:56:44 PM EST
To: Rebecca Cokley <rcokley@ncd.gov>
Cc: Sylvia Jones <sjones@ncd.gov>
Subject: RE: Administation and Audit Meeting Minutes

Rebecca,

It was brought to my attention this afternoon that you and Jeff Rosen removed me as the audit point of contact and requested the auditor's to cease contact with me. Can you please advise me under what authority you used to remove me from the audit process as the Director of Administration. My position has a key role in the process and this act is alarming.

You also neglected to inform me of this action which demonstrates more retaliation for protected disclosures as a whistleblower and I will be reporting this action to the appropriate authorities. I'm also still awaiting a copy of the minutes.

Sylvia

From: Sylvia Jones
Sent: Monday, December 2, 2013 9:17 AM
To: Rebecca Cokley; Jonathan Kuniholm
Cc: Sylvia Jones
Subject: Administation and Audit Meeting Minutes

Rebecca/Jon,

It has come to my attention that Gary Blumenthal traveled to DC for an administration and audit meeting on November 20. As Director of Administration I was not invited to this meeting and would like a copy of the meeting minutes and Gary's travel approval.

In the meantime could please advise me the purpose of the meeting, the location and the name of the attendees.

Sylvia

--

Lisa Gilmore
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https://docs.google.com/a/gsa.gov/forms/d/1nhjCN6rnQLHds76fKF2MsLyLHchZpKL7e_LIZjNJlr0/viewform

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:lisa.gilmore@gsa.gov)
To: Rebecca Cokley
Date: 12/31/2013 12:09:10 PM
Subject: Re: Hiring Process for Mr. Buehlmann

I will hold this for future action.

Sent from my iPhone

On Dec 31, 2013, at 11:04 AM, Rebecca Cokley <rcokley@ncd.gov> wrote:

As a follow up to this, she refused to call him, and as a result of him not getting the answers he needed in a timely fashion, he turned down NCDs offer of employment and we have to start the entire process over again.

Rebecca Cokley
Executive Director
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202-272-2022 Fax
Rcokley@ncd.gov
Website: <http://www.ncd.gov>

From: Rebecca Cokley
Sent: Thursday, December 05, 2013 2:01 PM
To: Sylvia Jones
Subject: Hiring Process for Mr. Buehlmann

Mrs. Jones,

Im directing you to make the completion of the hiring process of Mr. Buehlmann a top priority. Please connect with Ms. Sommers and call Mr. Buehlmann by COB today outlining the process going forward. If we need to make adjustments to his start date because of the process, then please do so.

Thank you.

Rebecca Cokley
Executive Director
National Council on Disability
1331 F Street NW, Suite 850
Washington, DC 20004
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202-272-2022 Fax
Rcokley@ncd.gov
Website: <http://www.ncd.gov>

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:lisa.gilmore@gsa.gov)
To: Rebecca Cokley
Date: 10/31/2013 9:58:10 AM
Subject: Re: Temp Appt. Extension (3rd Request)

can you call now?

On Thu, Oct 31, 2013 at 9:02 AM, Rebecca Cokley <rcokley@ncd.gov> wrote:

I'll call you about this shortly. I do not appreciate her tone. ♦

Rebecca ♦

Sent from my iPhone

Begin forwarded message:

From: Sylvia Jones <sjones@ncd.gov>
Date: October 31, 2013 at 8:46:29 AM EDT
To: Rebecca Cokley <rcokley@ncd.gov>
Cc: Sylvia Jones <sjones@ncd.gov>
Subject: FW: FW: Temp Appt. Extension (3rd Request)

Rebecca,

This is my 3rd documented request to you seeking a response on the extension for temp employee Chanda Bethea. You read the email that I sent to you yesterday at 9:14 a.m., however you did not respond back to me. As you know, Stacey Brown's 14-day suspension starts tomorrow and if Chanda Bethea is not extended it will further cripple my team as I will have no staff onboard which will affect work being done to include answering and responding to telephone calls and inquires from constituents. It will also be another internal control/audit issue that I will have to report due to an inadequate level of staff resources. We are also approaching the holiday season and having Chanda on staff will be a needed support due staff leave.

You and Jeff's recommendation to realign the Financial Analyst and Administrative Specialist positions (non-budget position) has severely impeded the work of office and placed the agency's internal controls in a high-risk status.

I would also like to note that you did not hesitate to keep Nick Rushizky, a white male on staff despite performance issues and his lack of required credentials. Chanda Bethea has been a great asset to team and as the Director of Administration I would like to keep her on staff until January 3, 2014.

Since this is my third request an immediate response is requested.

Sylvia

From: Rebecca Cokley
Sent: Wednesday, October 30, 2013 9:20 AM
To: Sylvia Jones
Subject: Read: FW: Temp Appt. Extension (2nd Request)

Your message

To: Rebecca Cokley
Subject: FW: Temp Appt. Extension (2nd Request)
Sent: Wednesday, October 30, 2013 9:14:09 AM (UTC-05:00) Eastern Time (US & Canada)

was read on Wednesday, October 30, 2013 9:20:55 AM (UTC-05:00) Eastern Time (US & Canada).

--

Lisa Gilmore
Human Resources Specialist (Employee Relations)
Washington Area Operations Center
Employee Relations Branch-CPWA
301 7th Street, S.W., Room 1022
Washington, DC 20407
202-205-4929 ♦ Desk
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202-708-5377 fax



From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](#)
To: [Rebecca Cokley](#)
Date: 10/18/2013 3:12:12 PM
Subject: Re: Revised Telework Agreement

ok so you are teleworking and using your leave so that's not really part-time, let's discuss

On Fri, Oct 18, 2013 at 2:39 PM, Rebecca Cokley <[rcokley@ncd.gov](#)> wrote:
Lisa

(b) (5)

Rebecca

From: Lisa Brown-Gilmore - CPWA <[lisa.gilmore@gsa.gov](#)>
Sent: Friday, October 18, 2013 2:08 PM
To: Rebecca Cokley
Cc: Jeff Rosen
Subject: Re: Revised Telework Agreement

(b) (5)

On Fri, Oct 18, 2013 at 1:50 PM, Lisa Brown-Gilmore - CPWA <[lisa.gilmore@gsa.gov](#)> wrote:

(b) (5)

On Fri, Oct 18, 2013 at 1:31 PM, Rebecca Cokley <[rcokley@ncd.gov](#)> wrote:
Lisa

(b) (5)

How do you suggest I respond. CC'ing Mr. Rosen as my supervisor.

Rebecca

Sent from my iPad

On Oct 18, 2013, at 9:11 AM, "Sylvia Jones" <[sjones@ncd.gov](#)> wrote:

> Rebecca,
>
> Please be advised that per HR, I must initiate an SF-52 to change your work schedule from full-time
to part-time. I also need you leave slips for your absences.
>
>
> Sylvia
> _____
> From: Rebecca Cokley
> Sent: Thursday, October 17, 2013 7:31 PM
> To: Sylvia Jones
> Cc: Jeff Rosen
> Subject: Fwd: Revised Telework Agreement
>
> Ms. Jones
>
> Please see the attached telework plan, approved by the Chair, and effective today.
>
>
> Thank you
>
> Rebecca
>
> Begin forwarded message:
>

--

Lisa Gilmore
Human Resources Specialist (Employee Relations)
Washington Area Operations Center
Employee Relations Branch-CPWA
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https://docs.google.com/a/gsa.gov/forms/d/1nhjCN6rnQLHds76fKF2MsLyLHchZpKL7e_LIZjNJlr0/viewform

--

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:lisa.gilmore@gsa.gov)
To: [Rebecca Cokley](#)
Date: 11/18/2013 3:33:54 PM
Subject: Oral Reply

Rebecca,

Do you know if Sylvia has requested an oral reply yet?

--

Lisa Gilmore
Human Resources Specialist (Employee Relations)
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https://docs.google.com/a/gsa.gov/forms/d/1nhjCN6rnQLHds76fKF2MsLyLHchZpKL7e_LIZjNJlr0/viewform

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:lisa.gilmore@gsa.gov)
To: Rebecca Cokley
Date: 12/12/2013 8:47:52 AM
Subject: Re: Post Employment Ethics Letter

Rebecca,

(b) (5) I will add to her package for future action. This type of behavior shows her defiance of your authority as her supervisor. ♦ Meanwhile to get the job done, since Maurice worked on this in the past, maybe you or Robyn can reach ♦ out to him for assistance. ♦ If he gives you a hard time, share with Jackie Clay. ♦ Lets' discuss after my 9:00.

On Wed, Dec 11, 2013 at 6:04 PM, Rebecca Cokley <rcokley@ncd.gov> wrote:
Getting to my wits send today. ♦

Sent from my iPhone

Begin forwarded message:

From: Sylvia Jones <sjones@ncd.gov>
Date: December 11, 2013 at 6:01:29 PM EST
To: Rebecca Cokley <rcokley@ncd.gov>
Cc: Robyn Powell <RPowell@ncd.gov>, Sylvia Jones <sjones@ncd.gov>
Subject: RE: Post Employment Ethics Letter

Rebecca,

Your directive is unclear and requires clarification.

As you are aware agency ethics responsibilities fall under Policy Director Joan Durocher (Caucasian physically disabled female) and in her absence as Acting Policy Director Robyn Powell (Caucasian physically disabled female) is responsible. Are you directing me to perform Robyn Powell's duties? ♦ Is there a reason why she is not being held accountable for performance of her own work?

You stated that "although our Administrative Policy & Procedures manual does not require such a letter, moving forward NCD will comply." ♦ However on November 27, 2013 you sent me an email contradicting your statement saying "there should be a copy of a post-employment letter in the file of Lisa Grubb that was given to her before she left the Agency."

It appears that you continue to assign duties to me that belong to the physically disabled Caucasian staff, which has become a demonstrated intentional pattern of discrimination; and your communication to me appears hostile and uncivil.

When you communicate with me you start the aggressive statement "I direct you." ♦ I would like to know if this is how you communicate with the caucasian physically disabled director's.

◆ If find your tone with me very offensive and demeaning. ◆ You speak to me as if I'm beneath you and other Caucausion physically disabled staff. ◆◆

In closing, please clarify if you are directing me as a GS-15 to perform the duties of Robyn Powell a GS-13 physically disabled female.

Sylvia

From: Rebecca Cokley
Sent: Wednesday, December 11, 2013 4:18 PM
To: Sylvia Jones
Cc: Robyn Powell
Subject: RE: Post Employment Ethics Letter

Mrs. Jones,

It is my understanding GSA HR assisted the former ED to develop a post-employment ethics letter. ◆ Although our Administrative Policy & Procedures manual does not require such a letter, moving forward NCD will comply. ◆ In order to accomplish this task, I am directing you to work with GSA HR, ◆ to draft a new and updated post-employment ethics letter. ◆ Thank you for your cooperation.

Rebecca Cokley
Executive Director
National Council on Disability
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[202-272-2074](tel:202-272-2074) TTY
[202-272-2022](tel:202-272-2022) Fax
Rcokley@ncd.gov<<mailto:Rcokley@ncd.gov>>
Website: <http://www.ncd.gov><<http://www.ncd.gov>>

From: Sylvia Jones
Sent: Wednesday, December 11, 2013 9:16 AM
To: Rebecca Cokley
Cc: Sylvia Jones; Robyn Powell
Subject: FW: Post Employment Ethics Letter

Rebecca,

This email is to document that on November 21, I sent Robyn Powell an email inquiring if the agency had a post employment ethics letter and the information on how it's administered and/or disseminated to former employees.

Due to Robyn's non-responsiveness I sent her a 2nd request email on Dec 2 and still no response. ♦ It has now been 20 days I have not received a response from Robyn Powell.

Sylvia

From: Sylvia Jones
Sent: Monday, December 2, 2013 9:11 AM
To: Robyn Powell
Cc: Sylvia Jones
Subject: RE: Post Employment Ethics Letter (2nd Request)

Hi Robyn,

This is my second request for a response to the email below.

Sylvia

From: Sylvia Jones
Sent: Thursday, November 21, 2013 3:30 PM
To: Robyn Powell
Cc: Sylvia Jones
Subject: Post Employment Ethics Letter

Robyn,

Does NCD have a post employment ethics letter that we give to employees when they depart the agency? ♦ If so, please explain how it is administered and/or disseminated to former employees.

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](#)
To: [Rebecca Cokley](#)
Date: 12/10/2013 2:17:46 PM
Subject: Re: Inquiry...

Robyn is accurate. ♦ As long as she is licensed somewhere it doesn't matter. ♦

On Tue, Dec 10, 2013 at 11:32 AM, Rebecca Cokley <rcokley@ncd.gov> wrote:

Yes. She said she was under the belief that to be a federal attorney you just had to be barred somewhere. Not necessarily DC unless you were representing the agency in a court proceeding.

♦

Sent from my iPhone

On Dec 10, 2013, at 11:29 AM, "Lisa Brown-Gilmore - CPWA" <lisa.gilmore@gsa.gov> wrote:

Becca, have you talked to Robyn about this?

On Mon, Dec 9, 2013 at 5:16 PM, Rebecca Cokley <rcokley@ncd.gov> wrote:

From what I know federal attorneys can be barred in any state. For example, our GC is barred in Michigan. ♦

Becca

Sent from my iPhone

On Dec 9, 2013, at 4:52 PM, "Rebecca Cokley" <rcokley@ncd.gov> wrote:

This is the first I've learned of this. Is this an issue?

Rebecca ♦

Sent from my iPhone

Begin forwarded message:

From: Sylvia Jones <sjones@ncd.gov>
Date: December 9, 2013 at 4:50:44 PM EST
To: Rebecca Cokley <rcokley@ncd.gov>
Cc: Sylvia Jones <sjones@ncd.gov>, Robyn Powell <RPowell@ncd.gov>
Subject: Inquiry...

Rebecca,

Robyn Powell has been acting in the capacity of an employment attorney for NCD. However during my public record search as a private citizen **(and not in the capacity of an NCD employee)** with the Bar Association I learned that Robyn Powell is not licensed to practice law in DC and since she has been involved in sensitive, private and personal matters relating to me, I would like to know under what authority have she been doing so. Please advise..

Sylvia

--

Lisa Gilmore
Human Resources Specialist (Employee Relations)
Washington Area Operations Center
Employee Relations Branch-CPWA
301 7th Street, S.W., Room 1022
Washington, DC 20407
202-205-4929 ♦ Desk
202-(b) (5) Phone
[202-708-5377](tel:202-708-5377) fax



https://docs.google.com/a/gsa.gov/forms/d/1nhjCN6rnQLHds76fKF2MsLyLHchZpKL7e_LIZjNJlr0/viewform

--

Lisa Gilmore
Human Resources Specialist (Employee Relations)
Washington Area Operations Center
Employee Relations Branch-CPWA
301 7th Street, S.W., Room 1022
Washington, DC 20407
202-205-4929 ♦ Desk
202-(b) (5) Phone

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:Lisa.Brown-Gilmore-CPWA@gsa.gov)
To: [Rebecca Cokley](#)
Date: 10/23/2013 12:53:16 PM
Subject: Draft to Mr. Jones

(b) (5)

♦♦

—
Lisa Gilmore
Human Resources Specialist (Employee Relations)
Washington Area Operations Center
Employee Relations Branch-CPWA
301 7th Street, S.W., Room 1022
Washington, DC 20407
202-205-4929 ♦ Desk
202- (b) (5) ♦ Mobile Phone
[202-708-5377](tel:202-708-5377) fax



https://docs.google.com/a/gsa.gov/forms/d/1nhjCN6rnQLHds76fKE2Msl.yLHchZpKL7e_LIZjNjlr0/viewform

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:lisa.gilmore@gsa.gov)
To: [Rebecca Cokley](#)
Date: 11/27/2013 10:37:02 AM
Subject: Re: FW: Post Employment Ethics Letter

oh no I'm still working on the email please disregard what I sent.

On Wed, Nov 27, 2013 at 9:35 AM, Rebecca Cokley <rcokley@ncd.gov> wrote:

(b) (5)

Rebecca Cokley
Executive Director
National Council on Disability
1331 F Street NW, Suite 850
Washington, DC 20004
[202-272-2124](tel:202-272-2124) Voice
[202-272-2074](tel:202-272-2074) TTY
[202-272-2022](tel:202-272-2022) Fax
Rcokley@ncd.gov
Website: <http://www.ncd.gov>

From: Lisa Brown-Gilmore - CPWA [mailto:lisa.gilmore@gsa.gov]
Sent: Wednesday, November 27, 2013 9:34 AM
To: Rebecca Cokley
Subject: Re: FW: Post Employment Ethics Letter



(b) (5)



On Tue, Nov 26, 2013 at 4:33 PM, Rebecca Cokley <rcokley@ncd.gov> wrote:

Are you in tomorrow? I want to pick your brain on this.

Rebecca Cokley

Executive Director

National Council on Disability

1331 F Street NW, Suite 850

Washington, DC 20004

[202-272-2124](tel:202-272-2124) Voice

[202-272-2074](tel:202-272-2074) TTY

[202-272-2022](tel:202-272-2022) Fax

Rcokley@ncd.gov

Website: <http://www.ncd.gov>

From: Robyn Powell

Sent: Friday, November 22, 2013 8:47 AM

To: Rebecca Cokley

Subject: RE: Post Employment Ethics Letter



How do you want to proceed?

From: jdurocher1@att.blackberry.net [<mailto:jdurocher1@att.blackberry.net>]

Sent: Thursday, November 21, 2013 4:19 PM

To: Rebecca Cokley; Robyn Powell

Subject: Re: Post Employment Ethics Letter



I would look in Aaron's old files to find the letter he gave to Lisa Grubb when she departed...GSA assisted in drafting it.

Sent via BlackBerry by AT&T

From: Rebecca Cokley <rcokley@ncd.gov>

Date: Thu, 21 Nov 2013 21:13:30 +0000

To: Robyn Powell<RPowell@ncd.gov>

Cc: jdurocher1@att.blackberry.net<jdurocher1@att.blackberry.net>

Subject: Re: Post Employment Ethics Letter



I've never heard of this. Joan?



Rebecca

Sent from my iPhone

On Nov 21, 2013, at 3:45 PM, "Robyn Powell" <RPowell@ncd.gov> wrote:

Please see below.

From: Sylvia Jones
Sent: Thursday, November 21, 2013 3:30 PM
To: Robyn Powell
Cc: Sylvia Jones
Subject: Post Employment Ethics Letter



Robyn,

Does NCD have a post employment ethics letter that we give to employees when they depart the agency? If so, please explain how it is administered and/or disseminated to former employees.

Sylvia

No virus found in this message.

Checked by AVG - www.avg.com

Version: 2012.0.2242 / Virus Database: 3629/6351 - Release Date: 11/20/13



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Lisa Gilmore

Human Resources Specialist (Employee Relations)

Washington Area Operations Center

Employee Relations Branch-CPWA

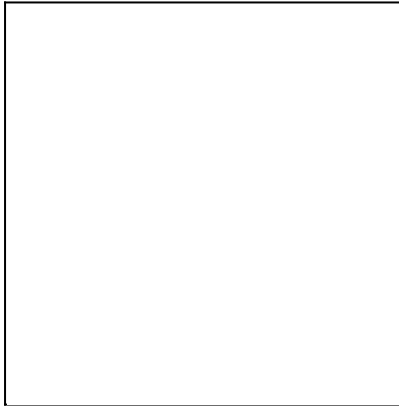
301 7th Street, S.W., Room 1022

Washington, DC 20407

[202-205-4929](tel:202-205-4929) ♦ Desk

[\(b\) \(5\)](tel:202-(b)(5)) Phone

[202-708-5377](tel:202-708-5377) fax



https://docs.google.com/a/gsa.gov/forms/d/1nhjCN6rnQLHds76fKF2MsLyLHchZpKL7e_LIZjNJlr0/viewform

No virus found in this message.

Checked by AVG - www.avg.com

Version: 2012.0.2242 / Virus Database: 3629/6358 - Release Date: 11/22/13

--

Lisa Gilmore

Human Resources Specialist (Employee Relations)

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301 7th Street, S.W., Room 1022

Washington, DC 20407

202-205-4929 ♦ Desk

202-[\(b\) \(5\)](tel:202-(b)(5)) Phone

202-708-5377 fax



From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:lisa.gilmore@gsa.gov)
To: [Rebecca Cokley](#)
Date: 11/12/2013 11:25:20 AM
Subject: Extension

Hi Rebecca,

Did Jeff respond to Sylvia and/or her attorney granting an extension of time to respond to her proposed suspension? ♦

--

Lisa Gilmore
Human Resources Specialist (Employee Relations)
Washington Area Operations Center
Employee Relations Branch-CPWA
301 7th Street, S.W., Room 1022
Washington, DC 20407
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https://docs.google.com/a/gsa.gov/forms/d/1nhjCN6rnQLHds76fKF2MsLyLHchZpKL7e_LIZjNJlr0/vie wform

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:lisa.gilmore@gsa.gov)
To: [Rebecca Cokley](#)
Date: 12/18/2013 12:03:44 PM
Subject: Re: FW: Suspension SF-52 - (b) (6)

I will call you after I get off of this phone call

On Wed, Dec 18, 2013 at 10:52 AM, Rebecca Cokley <rcokley@ncd.gov> wrote:

Then would Jeff s go where mine is?

Rebecca Cokley
Executive Director
National Council on Disability
1331 F Street NW, Suite 850
Washington, DC 20004
[202-272-2124](tel:202-272-2124) Voice
[202-272-2074](tel:202-272-2074) TTY
[202-272-2022](tel:202-272-2022) Fax
Rcokley@ncd.gov
Website: <http://www.ncd.gov>

From: Lisa Brown-Gilmore - CPWA [mailto:lisa.gilmore@gsa.gov]
Sent: Wednesday, December 18, 2013 10:46 AM
To: Rebecca Cokley
Subject: Re: FW: Suspension SF-52 - (b) (6)



was it prepared electronically? ♦ we can use as a sample just filling in Sylvia's information where (b) (6)s info is. Also your name will go where Sylvia's name is.



On Wed, Dec 18, 2013 at 10:11 AM, Rebecca Cokley <rcokley@ncd.gov> wrote:

Here is the one we used for (b) (6).

Rebecca Cokley
Executive Director
National Council on Disability
1331 F Street NW, Suite 850

Washington, DC 20004

[202-272-2124](tel:202-272-2124) Voice

[202-272-2074](tel:202-272-2074) TTY

[202-272-2022](tel:202-272-2022) Fax

Rcokley@ncd.gov

Website: <http://www.ncd.gov>

From: Sylvia Jones

Sent: Wednesday, November 13, 2013 12:31 PM

To: Rebecca Cokley

Cc: Sylvia Jones

Subject: Suspension SF-52 - (b) (6)



Rebecca,

The subject SF-52 is attached for review and signature.

Sylvia

No virus found in this message.

Checked by AVG - www.avg.com

Version: 2012.0.2242 / Virus Database: 3222/6332 - Release Date: 11/13/13



--



Lisa Gilmore

Human Resources Specialist (Employee Relations)

Washington Area Operations Center

Employee Relations Branch-CPWA

301 7th Street, S.W., Room 1022

Washington, DC 20407

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:lisa.gilmore@gsa.gov)
To: [Rebecca Cokley](#)
Date: 11/6/2013 5:40:52 PM
Subject: Re: Temp Appt. Extension (3rd Request)

Can you reach out to Chanda

Sent from my iPhone

On Nov 6, 2013, at 4:37 PM, Rebecca Cokley <rcokley@ncd.gov> wrote:

I sent it to her on the 1st but apparently Chanda has not been in at all this week.

Sent from my iPhone

On Oct 31, 2013, at 7:29 PM, "Lisa Brown-Gilmore - CPWA" <lisa.gilmore@gsa.gov> wrote:

A large black rectangular redaction box covering the body of the email. In the center of the box, the text "(b) (5)" is written in large, bold, red font, indicating a FOIA exemption under 5 U.S.C. § 552(b)(5).

Sent from my iPhone

On Oct 31, 2013, at 12:58 PM, Rebecca Cokley <rcokley@ncd.gov> wrote:

She is still refusing to answer me.

Sent from my iPhone

Begin forwarded message:

From: Sylvia Jones <sjones@ncd.gov>
Date: October 31, 2013 at 12:54:04 PM EDT
To: Rebecca Cokley <rcokley@ncd.gov>
Cc: Sylvia Jones <sjones@ncd.gov>
Subject: RE: Temp Appt. Extension (3rd Request)

Rebecca,
I do not plan to give any assignments to Ms. Bethea after November 1.
However I would like to note for the record that you did not challenge retaining Nick Rushizky, a white male despite performance issues and his lack of required credentials; nor did you inquire as to what day to day assignments he would be working on.

The request appears to more harassment and discrimination towards me which I will be report to the appropriate authorities and auditor's to demonstrate the level of discrimination and internal control issues within NCD.

Sylvia

From: Rebecca Cokley
Sent: Thursday, October 31, 2013 11:43 AM
To: Sylvia Jones
Subject: RE: Temp Appt. Extension (3rd Request)
Mrs. Jones,

Are you refusing to respond to my question regarding the assignments that you plan to give to Chandra? I would like to resolve this immediately. Thank you for your cooperation.

Rebecca

From: Sylvia Jones
Sent: Thursday, October 31, 2013 11:17 AM
To: Rebecca Cokley
Cc: Sylvia Jones
Subject: RE: Temp Appt. Extension (3rd Request)

Rebecca,

I'm very offended by your email. For the past few months I have either come to you or gone to Jeff regarding how rudely and abusive you and others speak to me in email and no action has been taken to date nor have you or Jeff addressed the issues. If you recall on September 30, in the presence of witnesses you rudely slammed the phone down in my ear which is documented.

Courtesy and professionalism goes both way. If I have been unprofessional or discourteous to you in email please provide me the date and time of the incident, the method of communication and supporting documentation to support the serious false allegation against me.

Your request to advise you what other assignments that I intend to give Chanda is discriminatory and retaliatory and you have never made such a request to the white managers and staff to include Nick Rushizky who has documented performance issues.

I'm a GS-15 Director who possess more experience and qualifications than anyone in the agency and I deserve to be treated with respect and equal to my white peers. If you do not want to keep Chanda due to your personal feelings against me, we will let her go and the work will not get accomplished and will be reported to the auditor's for yet another internal control/audit violation based on you and Jeff's decision and the high risk status that you have placed the agency in.

Have a good day!

Sylvia

From: Rebecca Cokley
Sent: Thursday, October 31, 2013 10:49 AM
To: Sylvia Jones
Subject: Re: Temp Appt. Extension (3rd Request)
Mrs. Jones,

In addition to answering and responding to telephone calls and inquiries from constituents, what other assignments do you intend to give Chanda? Also remember that I am expecting you to remain professional and courteous when responding to me, as your supervisor. Thank you.

Rebecca

Sent from my iPad

On Oct 31, 2013, at 8:46 AM, "Sylvia Jones" <sjones@ncd.gov> wrote:

Rebecca,

This is my 3rd documented request to you seeking a response on the extension for temp employee Chanda Bethea. You read the email that I sent to you yesterday at 9:14 a.m., however you did not respond back to me. As you know, Stacey Brown's 14-day suspension starts tomorrow and if Chanda Bethea is not extended it will further cripple my team as I will have no staff onboard which will affect work being done to include answering and responding to telephone calls and inquiries from constituents. It will also be another internal control/audit issue that I will have to report due to an inadequate level of staff resources. We are also approaching the holiday season and having Chanda on staff will be a needed support due staff leave.

You and Jeff's recommendation to realign the Financial Analyst and Administrative Specialist positions (non-budget position) has severely impeded the work of office and placed the agency's internal controls in a high-risk status. I would also like to note that you did not hesitate to keep Nick Rushizky, a white male on staff despite performance issues and his lack of required credentials. Chanda Bethea has been a great asset to team and as the Director of Administration I would like to keep her on staff until January 3, 2014.

Since this is my third request an immediate response is requested.

Sylvia

From: Rebecca Cokley

Sent: Wednesday, October 30, 2013 9:20 AM

To: Sylvia Jones

Subject: Read: FW: Temp Appt. Extension (2nd Request)

Your message

To: Rebecca Cokley

Subject: FW: Temp Appt. Extension (2nd Request)

Sent: Wednesday, October 30, 2013 9:14:09 AM (UTC-05:00) Eastern Time (US & Canada)

was read on Wednesday, October 30, 2013 9:20:55 AM (UTC-05:00) Eastern Time (US & Canada).

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](#)
To: [Rebecca Cokley](#)
Date: 11/5/2013 12:49:58 PM
Subject: Re: email question

Can you recall the email

Sent from my iPhone

On Nov 5, 2013, at 11:41 AM, Rebecca Cokley <rcokley@ncd.gov> wrote:

(b) (5)

>

> Rebecca

>

> Sent from my iPad

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:lisa.gilmore@gsa.gov)
To: [Rebecca Cokley](#)
Date: 12/2/2013 1:58:10 PM
Subject: Re: next week

(b) (5)

On Mon, Dec 2, 2013 at 10:42 AM, Rebecca Cokley <rcokley@ncd.gov> wrote:

More.....

Sent from my iPad

Begin forwarded message:

From: Sylvia Jones <sjones@ncd.gov>
Date: December 2, 2013, 8:48:25 AM EST
To: Rebecca Cokley <rcokley@ncd.gov>
Cc: Sylvia Jones <sjones@ncd.gov>
Subject: RE: next week

Rebecca,

(b) (6) personnel file does not contain a post employment letter.

Per the Chair's Sept 27 email to staff, the financial analyst position was realigned from under me to report directly to you to enhance the efficiency of the financial management of NCD. As the supervisor of the financial analyst and designated project officer of the contract, you are responsible for briefing the contractor. Due to the removal of my supervisory duties of the position, there is no need for me to meet with the person as you have assumed supervisory authority over the position. The financial file in my possession that he need to process invoices will be left with Stacey.

Sylvia

From: Rebecca Cokley
Sent: Wednesday, November 27, 2013 11:08 AM
To: Sylvia Jones
Subject: next week

Mrs. Jones,

I need you to tell me by COB Friday, November 29, 2013 which date next week that you are available to come into the office to complete the following tasks:

1) Brief the new Financial Analyst (there are certain tasks that he will need your assistance with and he is only in the office Tuesday-Thursday) and

2) Look in (b) (6) personnel file. There should be a copy of a post-employment letter that was given to her before she left the Agency. Please scan and send it to me.

Thank you.

Rebecca Cokley
Executive Director
National Council on Disability
1331 F Street NW, Suite 850
Washington, DC 20004
[202-272-2124](tel:202-272-2124) Voice
[202-272-2074](tel:202-272-2074) TTY
[202-272-2022](tel:202-272-2022) Fax
Rcokley@ncd.gov
Website: <http://www.ncd.gov>

--

Lisa Gilmore
Human Resources Specialist (Employee Relations)

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:Lisa.Brown-Gilmore-CPWA@gsa.gov)
To: [Rebecca Cokley](mailto:Rebecca.Cokley@ncd.gov)
Date: 10/25/2013 1:35:38 PM
Subject: Fwd: A&F Meeting

(b) (5)

Sent from my iPhone

Begin forwarded message:

From: Gary Blumenthal <GBlumenthal@ncd.gov>
Date: October 25, 2013, 1:26:29 PM EDT
To: Sylvia Jones <sjones@ncd.gov>
Cc: "Lisa Brown-Gilmore - CPWA, (lisa.gilmore@gsa.gov)" <lisa.gilmore@gsa.gov>, Jeff Rosen <jrosen@ncd.gov>, Rebecca Cokley <rcokley@ncd.gov>, Pam Holmes <PHolmes@ncd.gov>, Ari Neeman <ANeeman@ncd.gov>, Kamilah Martin-Proctor <KMartin-Proctor@ncd.gov>, "Lynnae Ruttledge" <lruttledge@ncd.gov>, Stephanie Orlando <SOrlando@ncd.gov>, "Clyde Terry" <CTerry@ncd.gov>
Subject: RE: A&F Meeting

I understand that Sylvia was in today, but apparently has left the office for the day. As the A&F Chair, I need the Director of Administration to respond to my emails and phone calls. That has not been the case since the end of the past fiscal year.

I am also concerned that it is unclear what duties, Sylvia feels she will respond to or not respond to.

She seems to have isolated herself with diminishing duties and responsibilities. Additionally we have been paying for a temporary support person, with Sylvia's diminished responsiveness is likely not doing much.

I would suggest we review whether we wish to continue this temporary employee given the fact that Sylvia appears to be non-responsive and likely not in need of a full time temporary associate.

From: Gary Blumenthal
Sent: Friday, October 25, 2013 7:34 AM
To: Sylvia Jones
Cc: Lisa Brown-Gilmore - CPWA, (lisa.gilmore@gsa.gov); Jeff Rosen; Rebecca Cokley; Pam Holmes; Ari Neeman; Kamilah Martin-Proctor; Lynnae Ruttledge; Stephanie Orlando; Clyde Terry
Subject: A&F Meeting
Sylvia,

Please prepare a memo for the A&F Committee detailing the allegations of fraud that have referenced previously in need of corrective action. Please indicate what corrective action needs to be executed. I would request receipt of this document by Wednesday, October 30, 2013. When I receive the memo, I will schedule a meeting with the A&F Committee to review, in which we would review these concerns with you.

Also by the end of today, I would renew my request for an update on reimbursement status for members, as well as payroll. I and others have not received reimbursements due, nor scheduled payroll payment due today.

Also, by the end of today, I request for the third time that you respond to my request for the contact information for NCD's auditors. In light of your failure to notify me of the first entrance meeting as you were directed, I would appreciate this information immediately.

Gary

Sent from my Verizon Wireless 4G LTE smartphone

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:Lisa.Brown-Gilmore-CPWA@gsa.gov)
To: [Rebecca Cokley](mailto:Rebecca.Cokley@ncd.gov)
Date: 10/18/2013 1:50:12 PM
Subject: Re: Revised Telework Agreement

(b) (5)

[REDACTED]

On Fri, Oct 18, 2013 at 1:31 PM, Rebecca Cokley <rcokley@ncd.gov> wrote:

Lisa

[REDACTED] (b) (5)

How do you suggest I respond. CC'ing Mr. Rosen as my supervisor.

Rebecca

Sent from my iPad

On Oct 18, 2013, at 9:11 AM, "Sylvia Jones" <sjones@ncd.gov> wrote:

> Rebecca,

>

> Please be advised that per HR, I must initiate an SF-52 to change your work schedule from full-time to part-time. ♦ I also need you leave slips for your absences.

>

>

> Sylvia

>

> From: Rebecca Cokley

> Sent: Thursday, October 17, 2013 7:31 PM

> To: Sylvia Jones

> Cc: Jeff Rosen

> Subject: Fwd: Revised Telework Agreement

>

> Ms. Jones

>

> Please see the attached telework plan, approved by the Chair, and effective today.

>

>

> Thank you

>

> Rebecca

>

> Begin forwarded message:

>

--

Lisa Gilmore
Human Resources Specialist (Employee Relations)
Washington Area Operations Center
Employee Relations Branch-CPWA
301 7th Street, S.W., Room 1022
Washington, DC 20407
202-205-4929 ♦ Desk
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202-708-5377 fax



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From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:lisa.gilmore@gsa.gov)
To: [Rebecca Cokley](mailto:rcokley@ncd.gov)
Date: 10/18/2013 9:45:38 AM
Subject: Re: Teleworking...

great

On Fri, Oct 18, 2013 at 9:10 AM, Rebecca Cokley <rcokley@ncd.gov> wrote:

i just spoke to Nick and she unlocked the cabinet and got the servers up yesterday in his absence so this is now moot. ♦

Rebecca

Sent from my iPad

On Oct 18, 2013, at 8:28 AM, "Lisa Brown-Gilmore - CPWA" <lisa.gilmore@gsa.gov> wrote:

Rebecca, is this something that has to be done today or can it wait until Monday? ♦ Please call me before sending this to Sylvia.

(b) (5)

On Fri, Oct 18, 2013 at 8:03 AM, Rebecca Cokley <rcokley@ncd.gov> wrote:

Lisa

So I sent her the email last night around 7 about her being in the office to give Nick the key. How do I respond to this?

Rebecca

Sent from my iPad

Begin forwarded message:

From: Sylvia Jones <sjones@ncd.gov>
Date: October 18, 2013, 8:02:39 AM EDT
To: NCD-Staff <NCD-Staff@ncd.gov>
Subject: Teleworking...

All,

I will be teleworking today.

Sylvia

--

Lisa Gilmore
Human Resources Specialist (Employee Relations)
Washington Area Operations Center
Employee Relations Branch-CPWA
301 7th Street, S.W., Room 1022
Washington, DC 20407
202-205-4929 ♦ Desk
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https://docs.google.com/a/gsa.gov/forms/d/1nhjCN6rnQLHds76fKF2MsLyLHchZpKL7e_LIZjNJlr0/viewform

--

Lisa Gilmore
Human Resources Specialist (Employee Relations)
Washington Area Operations Center
Employee Relations Branch-CPWA
301 7th Street, S.W., Room 1022
Washington, DC 20407
202-205-4929 ♦ Desk
202-(b) (5) Phone
202-708-5377 fax

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:lisa.gilmore@gsa.gov)
To: [Rebecca Cokley](#)
Date: 12/18/2013 12:26:50 PM
Subject: Fwd: 14 Day Suspension For Your Review
Attachments: Decision 14 Days suspension legal review BW 12.18.docx

Hi Rebecca,

Please see Brenda's comments to the decision letter. ♦ I will call you to discuss. ♦ Thanks

(b) (5)

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On Tue, Dec 17, 2013 at 2:07 PM, Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov> wrote:

(b) (5)

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On Wed, Dec 11, 2013 at 7:26 PM, Brenda Ward - I.G. <brenda_ward@gsa.gov> wrote:

(b) (5)

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On Tue, Dec 10, 2013 at 9:59 AM, Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov> wrote:

(b) (5)

Lisa Gilmore
Human Resources Specialist (Employee Relations)
Washington Area Operations Center
Employee Relations Branch-CPWA
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[202-708-5377](tel:202-708-5377) fax



https://docs.google.com/a/gsa.gov/forms/d/1nhjCN6rnQLHds76fKF2MsLyLHchZpKL7e_LIZjNJlr0/viewform

(b) (5)

(b) (5)

(b) (5)

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](#)
To: [Rebecca Cokley](#)
Date: 11/21/2013 12:33:14 PM
Subject: Re: Audit Documentation Issue

in what context, did they ask her about him?

On Thu, Nov 21, 2013 at 11:27 AM, Rebecca Cokley <rcokley@ncd.gov> wrote:
| She also did not tell the auditors that Aaron Bishop was no longer the Executive Director.

--

Lisa Gilmore
Human Resources Specialist (Employee Relations)
Washington Area Operations Center
Employee Relations Branch-CPWA
301 7th Street, S.W., Room 1022
Washington, DC 20407
202-205-4929 ♦ Desk
202-(b) (5) Phone
202-708-5377 fax



https://docs.google.com/a/gsa.gov/forms/d/1nhjCN6rnQLHds76fKF2MsLyLHchZpKL7e_LIZjNJlr0/viewform

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:lisa.gilmore@gsa.gov)
To: [Rebecca Cokley](mailto:rcokley@ncd.gov)
Date: 11/12/2013 8:55:08 AM
Subject: Re: timesheet question

yes please reach out to him just to confirm that everything is being recorded properly

On Mon, Nov 11, 2013 at 1:37 PM, Rebecca Cokley <rcokley@ncd.gov> wrote:

Lisa

I've been submitting leave slips to Sylvia and have been getting paid, but I haven't noticed my leave hours decrease at all in employeeexpress. Should I reach out to the guy I talked to about my comp time? I want to make sure that I'm not going to get "gotcha'd" by anything

Rebecca

Sent from my iPad

--

Lisa Gilmore
Human Resources Specialist (Employee Relations)
Washington Area Operations Center
Employee Relations Branch-CPWA
301 7th Street, S.W., Room 1022
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https://docs.google.com/a/gsa.gov/forms/d/1nhjCN6rnQLHds76fKF2MsLyLHchZpKL7e_LIZjNJlr0/viewform

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:Lisa.Brown-Gilmore-CPWA@gsa.gov)
To: [Rebecca Cokley](mailto:Rebecca.Cokley@ncd.gov)
Date: 12/18/2013 11:45:38 AM
Subject: Re: FW: Suspension SF-52 - (b) (6)

was it prepared electronically? ♦we can use as a sample just filling in Sylvia's information where (b) (6) info is. Also your name will go where Sylvia's name is.

On Wed, Dec 18, 2013 at 10:11 AM, Rebecca Cokley <rcokley@ncd.gov> wrote:

Here is the one we used for (b) (6).

Rebecca Cokley
Executive Director
National Council on Disability
1331 F Street NW, Suite 850
Washington, DC 20004
[202-272-2124](tel:202-272-2124) Voice
[202-272-2074](tel:202-272-2074) TTY
[202-272-2022](tel:202-272-2022) Fax
Rcokley@ncd.gov
Website: <http://www.ncd.gov>

From: Sylvia Jones
Sent: Wednesday, November 13, 2013 12:31 PM
To: Rebecca Cokley
Cc: Sylvia Jones
Subject: Suspension SF-52 - (b) (6)



Rebecca,

The subject SF-52 is attached for review and signature.

Sylvia

No virus found in this message.
Checked by AVG - www.avg.com
Version: 2012.0.2242 / Virus Database: 3222/6332 - Release Date: 11/13/13

—
Lisa Gilmore
Human Resources Specialist (Employee Relations)
Washington Area Operations Center
Employee Relations Branch-CPWA
301 7th Street, S.W., Room 1022
Washington, DC 20407
202-205-4929 ♦Desk
202-(b) (5) e Phone
202-708-5377 fax



https://docs.google.com/a/gsa.gov/forms/d/1nhjCN6rnQLHds76fKF2MsLyLHchZpKL7e_LIZjNJlr0/viewform

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:lisa.gilmore@gsa.gov)
To: [Rebecca Cokley](mailto:rcokley@ncd.gov)
Date: 12/12/2013 8:51:16 AM
Subject: Re: Post Employment Ethics Letter

yes good idea

On Thu, Dec 12, 2013 at 7:50 AM, Rebecca Cokley <rcokley@ncd.gov> wrote:

I also thought about reaching out to the person that does our ethics training at dept of education. What are your thoughts?

Rebecca

Sent from my iPhone

On Dec 12, 2013, at 7:47 AM, "Lisa Brown-Gilmore - CPWA" <lisa.gilmore@gsa.gov> wrote:

Rebecca,

(b) (5)

◆ Meanwhile to get the job done, since Maurice worked on this in the past, maybe you or Robyn can reach ◆ out to him for assistance. ◆ If he gives you a hard time, share with Jackie Clay. ◆ Lets' discuss after my 9:00.

On Wed, Dec 11, 2013 at 6:04 PM, Rebecca Cokley <rcokley@ncd.gov> wrote:

Getting to my wits send today. ◆

Sent from my iPhone

Begin forwarded message:

From: Sylvia Jones <sjones@ncd.gov>
Date: December 11, 2013 at 6:01:29 PM EST
To: Rebecca Cokley <rcokley@ncd.gov>
Cc: Robyn Powell <RPowell@ncd.gov>, Sylvia Jones <sjones@ncd.gov>
Subject: RE: Post Employment Ethics Letter

Rebecca,

Your directive is unclear and requires clarification.

As you are aware agency ethics responsibilities fall under Policy Director Joan Durocher (Caucasian physically disabled female) and in her absence as Acting Policy Director Robyn Powell (Caucasian physically disabled female) is responsible. Are you

directing me to perform Robyn Powell's duties? ♦ Is there a reason why she is not being held accountable for performance of her own work?

You stated that "although our Administrative Policy & Procedures manual does not require such a letter, moving forward NCD will comply." ♦ However on November 27, 2013 you sent me an email contradicting your statement saying "there should be a copy of a post-employment letter in the file of Lisa Grubb that was given to her before she left the Agency."

It appears that you continue to assign duties to me that belong to the physically disabled Caucasian staff, which has become a demonstrated intentional pattern of discrimination; and your communication to me appears hostile and uncivil.

When you communicate with me you start the aggressive statement "I direct you." ♦ I would like to know if this is how you communicate with the caucasian physically disabled director's. ♦ If find your tone with me very offensive and demeaning. ♦ You speak to me as if I'm beneath you and other Caucausion physically disabled staff. ♦ ♦

In closing, please clarify if you are directing me as a GS-15 to perform the duties of Robyn Powell a GS-13 physically disabled female.

Sylvia

From: Rebecca Cokley
Sent: Wednesday, December 11, 2013 4:18 PM
To: Sylvia Jones
Cc: Robyn Powell
Subject: RE: Post Employment Ethics Letter

Mrs. Jones,

It is my understanding GSA HR assisted the former ED to develop a post-employment ethics letter. ♦ Although our Administrative Policy & Procedures manual does not require such a letter, moving forward NCD will comply. ♦ In order to accomplish this task, I am directing you to work with GSA HR, ♦ to draft a new and updated post-employment ethics letter. ♦ Thank you for your cooperation.

Rebecca Cokley

Executive Director

National Council on Disability

1331 F Street NW, Suite 850

Washington, DC 20004

[202-272-2124](tel:202-272-2124) Voice

[202-272-2074](tel:202-272-2074) TTY

[202-272-2022](tel:202-272-2022) Fax

Rcokley@ncd.gov<<mailto:Rcokley@ncd.gov>>

Website: <http://www.ncd.gov><<http://www.ncd.gov>>

From: Sylvia Jones

Sent: Wednesday, December 11, 2013 9:16 AM
To: Rebecca Cokley
Cc: Sylvia Jones; Robyn Powell
Subject: FW: Post Employment Ethics Letter

Rebecca,

This email is to document that on November 21, I sent Robyn Powell an email inquiring if the agency had a post employment ethics letter and the information on how it's administered and/or disseminated to former employees.

Due to Robyn's non-responsiveness I sent her a 2nd request email on Dec 2 and still no response. ♦ It has now been 20 days I have not received a response from Robyn Powell.

Sylvia

From: Sylvia Jones
Sent: Monday, December 2, 2013 9:11 AM
To: Robyn Powell
Cc: Sylvia Jones
Subject: RE: Post Employment Ethics Letter (2nd Request)

Hi Robyn,

This is my second request for a response to the email below.

Sylvia

From: Sylvia Jones
Sent: Thursday, November 21, 2013 3:30 PM

To: Robyn Powell
Cc: Sylvia Jones
Subject: Post Employment Ethics Letter

Robyn,

Does NCD have a post employment ethics letter that we give to employees when they depart the agency? ♦ If so, please explain how it is administered and/or disseminated to former employees.

Sylvia

No virus found in this message.

Checked by AVG - www.avg.com<<http://www.avg.com>>

Version: 2012.0.2242 / Virus Database: 3658/6410 - Release Date: 12/11/13

--

Lisa Gilmore
Human Resources Specialist (Employee Relations)
Washington Area Operations Center
Employee Relations Branch-CPWA
301 7th Street, S.W., Room 1022
Washington, DC 20407
202-205-4929 ♦ Desk
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[202-708-5377](tel:202-708-5377) fax



https://docs.google.com/a/gsa.gov/forms/d/1nhjCN6rnQLHds76fKF2MsLyLHchZpKL7e_LIZjNJlr0/viewform

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:lisa.gilmore@gsa.gov)
To: [Rebecca Cokley](#)
Date: 12/11/2013 5:15:04 PM
Subject: Re: Post Employment Ethics Letter

(b) (5)

On Wed, Dec 11, 2013 at 3:57 PM, Rebecca Cokley <rcokley@ncd.gov> wrote:

Lisa

Actually it was the former Exec Director, Aaron Bishop who worked with Maurice on the letter. How should I communicate that?

Rebecca Cokley

Executive Director

National Council on Disability

1331 F Street NW, Suite 850

Washington, DC 20004

[202-272-2124](tel:202-272-2124) Voice

[202-272-2074](tel:202-272-2074) TTY

[202-272-2022](tel:202-272-2022) Fax

Rcokley@ncd.gov

Website: <http://www.ncd.gov>

From: Lisa Brown-Gilmore - CPWA [mailto:lisa.gilmore@gsa.gov]

Sent: Wednesday, December 11, 2013 3:55 PM

To: Rebecca Cokley

Cc: Robyn Powell

Subject: Re: Post Employment Ethics Letter



(b) (5)

(b) (5)



On Wed, Dec 11, 2013 at 2:10 PM, Rebecca Cokley <rcokley@ncd.gov> wrote:

(b) (5)

Rebecca

Rebecca Cokley

Executive Director

National Council on Disability

1331 F Street NW, Suite 850

Washington, DC 20004

[202-272-2124](tel:202-272-2124) Voice

[202-272-2074](tel:202-272-2074) TTY

[202-272-2022](tel:202-272-2022) Fax

Rcokley@ncd.gov

Website: <http://www.ncd.gov>

From: Lisa Brown-Gilmore - CPWA [mailto:lisa.gilmore@gsa.gov]

Sent: Wednesday, December 11, 2013 10:40 AM

To: Rebecca Cokley

Subject: Re: Post Employment Ethics Letter

(b) (5)

On Wed, Dec 11, 2013 at 10:19 AM, Rebecca Cokley <rcokley@ncd.gov> wrote:

This is the one where we discussed you connecting with Maurice since he drafted the letter with Aaron for (former employee) [REDACTED] (b) (5) however, Aaron says it is.

How should I respond?

Rebecca Cokley

Executive Director

National Council on Disability

1331 F Street NW, Suite 850

Washington, DC 20004

[202-272-2124](tel:202-272-2124) Voice

[202-272-2074](tel:202-272-2074) TTY

[202-272-2022](tel:202-272-2022) Fax

Rcokley@ncd.gov

Website: <http://www.ncd.gov>

From: Lisa Brown-Gilmore - CPWA [mailto:lisa.gilmore@gsa.gov]

Sent: Wednesday, December 11, 2013 10:19 AM

To: Rebecca Cokley

Subject: Re: Post Employment Ethics Letter



Didn't you respond to this? Does such a letter exist? ♦ It seems like Sylvia is the only person knowledgeable about such a letter. [REDACTED] (b) (5)



On Wed, Dec 11, 2013 at 9:20 AM, Rebecca Cokley <rcokley@ncd.gov> wrote:

How should I respond?

Sent from my iPhone

Begin forwarded message:

From: Sylvia Jones <sjones@ncd.gov>

Date: December 11, 2013 at 9:15:35 AM EST

To: Rebecca Cokley <rcokley@ncd.gov>

Cc: Sylvia Jones <sjones@ncd.gov>, Robyn Powell <RPowell@ncd.gov>

Subject: FW: Post Employment Ethics Letter

Rebecca,

This email is to document that on November 21, I sent Robyn Powell an email inquiring if the agency had a post employment ethics letter and the information on how it's administered and/or disseminated to former employees.

Due to Robyn's non-responsiveness I sent her a 2nd request email on Dec 2 and still no response. It has now been 20 days I have not received a response from Robyn Powell.

Sylvia

From: Sylvia Jones
Sent: Monday, December 2, 2013 9:11 AM
To: Robyn Powell
Cc: Sylvia Jones
Subject: RE: Post Employment Ethics Letter (2nd Request)

Hi Robyn,

This is my second request for a response to the email below.

Sylvia

From: Sylvia Jones
Sent: Thursday, November 21, 2013 3:30 PM
To: Robyn Powell
Cc: Sylvia Jones
Subject: Post Employment Ethics Letter

Robyn,

Does NCD have a post employment ethics letter that we give to employees when they depart the agency? If so, please explain how it is administered and/or disseminated to former employees.

Sylvia

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:Lisa.Brown-Gilmore-CPWA@gsa.gov)
To: [Rebecca Cokley](mailto:Rebecca.Cokley@ncd.gov)
Date: 9/30/2013 1:30:10 PM
Subject: Re: Leave slips w/e 09/20 and 09/27

Rebecca,

If you have not used the leave or believe that you may not use the leave, (b) (5)

On Mon, Sep 30, 2013 at 1:13 PM, Rebecca Cokley <rcokley@ncd.gov> wrote:

i'm still working out ♦my comp time with brad and my donated leave, so I'm not finding myself comfortable submitting leave that I've yet to use yet. Do I have to?

Sent from my iPad

Begin forwarded message:

From: Sylvia Jones <sjones@ncd.gov>
Date: September 30, 2013, 1:07:36 PM EDT
To: Rebecca Cokley <rcokley@ncd.gov>
Cc: Sylvia Jones <sjones@ncd.gov>
Subject: RE: Leave slips w/e 09/20 and 09/27

Rebecca,

I need your leave slips for the entire duration of your absence. ♦Please forward.

Sylvia

From: Rebecca Cokley
Sent: Monday, September 30, 2013 12:57 PM
To: Sylvia Jones
Cc: Jeff Rosen
Subject: Fwd: Leave slips w/e 09/20 and 09/27

Attached are my leave slips for the week ending the 20th and the week ending the 27th.

Rebecca

Sent from my iPad

Begin forwarded message:

--
Lisa Gilmore
Human Resources Specialist (Employee Relations)
Washington Area Operations Center
Employee Relations Branch-CPWA
301 7th Street, S.W., Room 1022
Washington, DC 20407
202-205-4929 ♦Desk
202- (b) (5) Phone
202-708-5377 fax



https://docs.google.com/a/gsa.gov/forms/d/1nhjCN6mQLHds76fKF2MsLylHchZpKL7e_LIZjNJlr0/viewform

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:lisa.gilmore@gsa.gov)
To: [Rebecca Cokley](#)
Date: 9/30/2013 11:06:26 AM
Subject:

(b) (5)

Lisa Gilmore
Human Resources Specialist (Employee Relations)
Washington Area Operations Center
Employee Relations Branch-CPWA
301 7th Street, S.W., Room 1022
Washington, DC 20407
202-205-4929 ♦ Desk
202-(b) (5) Phone
202-708-5377 fax



https://docs.google.com/a/gsa.gov/forms/d/1nhjCN6rnQLHds76fKF2MsLyLHchZpKL7e_LIZjNJlr0/viewform

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](#)
To: [Jeff Rosen](#)
Date: 9/26/2013 12:17:10 PM
Subject: Request from NCD Chair

(b) (5)

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:lisa.gilmore@gsa.gov)
To: [Rebecca Cokley](#)
Date: 10/30/2013 4:08:50 PM
Subject: Re: Jeff's timecards

(b) (5)

On Wed, Oct 30, 2013 at 3:12 PM, Rebecca Cokley <rcokley@ncd.gov> wrote:

I've just learned that Sylvia has not signed off on Jeff's timecards from before the shutdown. Can you draft me an email to send to her about certifying his time.

Rebecca

Sent from my iPad

--

Lisa Gilmore
Human Resources Specialist (Employee Relations)
Washington Area Operations Center
Employee Relations Branch-CPWA
301 7th Street, S.W., Room 1022
Washington, DC 20407
202-205-4929 ♦ Desk
202-(b) (5) Phone
202-708-5377 fax



https://docs.google.com/a/gsa.gov/forms/d/1nhjCN6rnQLHds76fKF2MsLyLHchZpKL7e_LIZjNJlr0/viewform

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:lisa.gilmore@gsa.gov)
To: Rebecca Cokley
Date: 12/2/2013 4:36:52 PM
Subject: Re: FW: Performance Plans and Time Off Awards

(b) (5)

On Mon, Dec 2, 2013 at 2:50 PM, Rebecca Cokley <rcokley@ncd.gov> wrote:
My note is below.

From: Rebecca Cokley
Sent: Monday, December 02, 2013 2:43 PM
To: Lisa Brown-Gilmore - CPWA
Subject: Fwd: Performance Plans and Time Off Awards

FYI,

I submitted these to Sylvia for her to process. She hasn't sent me her previous plan so I have not completed it. Anne Sommers and I are meeting next week to process hers.

The time off awards were given at the discretion of the supervisors. Joan recommended time off awards of 40.0 hours for (b) (6) and originally 3 days for (b) (6) which with my sign off we increased to 40.0 hours due to the work she's been completing in the (b) (6).

Can we talk about how I should respond?

Rebecca

Sent from my iPad

Begin forwarded message:

From: "Sylvia Jones" <sjones@ncd.gov>
To: "Rebecca Cokley" <rcokley@ncd.gov>
Cc: "Sylvia Jones" <sjones@ncd.gov>
Subject: FW: Performance Plans and Time Off Awards

Rebecca,

Please advise the criteria used to access and make the determination for annual performance

awards. Specifically, I would also like to know the status of my annual rating and performance award. With the exception of Anne Sommers the only staff given awards were the physically disabled causcausion staff and I would like to know what was the criteria used and why were the minorities bypassed and overlooked.

Sylvia

From: Rebecca Cokley
Sent: Monday, December 2, 2013 1:25 PM
To: Sylvia Jones
Subject: Performance Plans and Time Off Awards

Mrs. Jones,

For your records, here are the staff performance plans I ve received to date. Please ensure that their leave is credited as soon as possible.



Thank you.

Rebecca Cokley
Executive Director
National Council on Disability
1331 F Street NW, Suite 850
Washington, DC 20004
[202-272-2124](tel:202-272-2124) Voice
[202-272-2074](tel:202-272-2074) TTY
[202-272-2022](tel:202-272-2022) Fax
Rcokley@ncd.gov<<mailto:Rcokley@ncd.gov>>
Website: <http://www.ncd.gov><<http://www.ncd.gov>>

--

Lisa Gilmore
Human Resources Specialist (Employee Relations)
Washington Area Operations Center
Employee Relations Branch-CPWA
301 7th Street, S.W., Room 1022
Washington, DC 20407

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:lisa.gilmore@gsa.gov)
To: [Rebecca Cokley](#)
Date: 11/27/2013 10:45:32 AM
Subject: Re: FW: Post Employment Ethics Letter

Rebecca, do you know what the post employment letter stated?

(b) (5)

On Tue, Nov 26, 2013 at 4:33 PM, Rebecca Cokley <rcokley@ncd.gov> wrote:
Are you in tomorrow? I want to pick your brain on this.

Rebecca Cokley
Executive Director
National Council on Disability
1331 F Street NW, Suite 850
Washington, DC 20004
[202-272-2124](tel:202-272-2124) Voice
[202-272-2074](tel:202-272-2074) TTY
[202-272-2022](tel:202-272-2022) Fax
Rcokley@ncd.gov
Website: <http://www.ncd.gov>

From: Robyn Powell
Sent: Friday, November 22, 2013 8:47 AM
To: Rebecca Cokley
Subject: RE: Post Employment Ethics Letter



How do you want to proceed?

From: jdurocher1@att.blackberry.net [<mailto:jdurocher1@att.blackberry.net>]

Sent: Thursday, November 21, 2013 4:19 PM

To: Rebecca Cokley; Robyn Powell

Subject: Re: Post Employment Ethics Letter



I would look in Aaron's old files to find the letter he gave to (b) (6) when she departed...GSA assisted in drafting it.

Sent via BlackBerry by AT&T

From: Rebecca Cokley <rcokley@ncd.gov>

Date: Thu, 21 Nov 2013 21:13:30 +0000

To: Robyn Powell<RPowell@ncd.gov>

Cc: jdurocher1@att.blackberry.net<jdurocher1@att.blackberry.net>

Subject: Re: Post Employment Ethics Letter



I've never heard of this. Joan?



Rebecca

Sent from my iPhone

On Nov 21, 2013, at 3:45 PM, "Robyn Powell" <RPowell@ncd.gov> wrote:

Please see below.

From: Sylvia Jones

Sent: Thursday, November 21, 2013 3:30 PM

To: Robyn Powell

Cc: Sylvia Jones

Subject: Post Employment Ethics Letter



Robyn,

Does NCD have a post employment ethics letter that we give to employees when they depart the agency? If so, please explain how it is administered and/or disseminated to former employees.

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:lisa.gilmore@gsa.gov)
To: Rebecca Cokley
Date: 10/31/2013 9:57:42 PM
Subject: Re: Server cabinet key

Why did Nick sign the document before receiving the key? When is she going to have the key

Sent from my iPhone

On Oct 31, 2013, at 1:58 PM, Rebecca Cokley <rcokley@ncd.gov> wrote:

FYI

Sent from my iPhone

Begin forwarded message:

From: "Nick Rushizky" <nrushizky.cntr@ncd.gov>
To: "Rebecca Cokley" <rcokley@ncd.gov>
Subject: Server cabinet key

I had to sign the attached document for Sylvia in order to get the key, but I do have it.

Nick

Nick Rushizky
Network Consultant for National Council on Disability
On Behalf of GlobalNetworkers, Inc.
nrushizky.cntr@ncd.gov <<mailto:nrushizky.cntr@ncd.gov>>
Work 202-272-0102
Cel - 202-841-2616
[Description: Description: GNW Pic]



<Server Cabinet Key Document.jpg>

<image001.jpg>

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:lisa.gilmore@gsa.gov)
To: [Rebecca Cokley](mailto:Rebecca.Cokley@ncd.gov)
Date: 12/19/2013 5:33:18 PM
Subject: Re: Suspension Letter

Great, once they are signed I will get them processed.

On Thu, Dec 19, 2013 at 4:19 PM, Rebecca Cokley <rcokley@ncd.gov> wrote:
Can you review the 52s one last time before Jeff signs them tomorrow.

Rebecca Cokley
Executive Director
National Council on Disability
1331 F Street NW, Suite 850
Washington, DC 20004
[202-272-2124](tel:202-272-2124) Voice
[202-272-2074](tel:202-272-2074) TTY
[202-272-2022](tel:202-272-2022) Fax
Rcokley@ncd.gov
Website: <http://www.ncd.gov>

From: Lisa Brown-Gilmore - CPWA [mailto:lisa.gilmore@gsa.gov]
Sent: Thursday, December 19, 2013 4:15 PM
To: Rebecca Cokley
Subject: Fwd: Suspension Letter



Hey Rebecca,



I need you help. ♦ Can you please take the "track changes" off the letter for Sylvia? ♦ I'm a bit challenged. ♦

----- Forwarded message -----

From: Jeff Rosen <jrosen@ncd.gov>
Date: Thu, Dec 19, 2013 at 4:09 PM
Subject: RE: Suspension Letter
To: Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>

Thanks Lisa.



Could you send me a clean copy?



Appreciate it.



-Jeff

From: Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>

Sent: Thursday, December 19, 2013 3:54 PM

To: Jeff Rosen

Subject: Suspension Letter



Hi Jeff,



The attached letter is ready for issuance. ♦ It has been reviewed by OGC. ♦ I am working with Rebecca on the 52. ♦ Please let me know when you issue the letter. ♦ I will be out of the office tomorrow, but checking my emails. ♦



--



Lisa Gilmore

Human Resources Specialist (Employee Relations)

Washington Area Operations Center

Employee Relations Branch-CPWA

301 7th Street, S.W., Room 1022

Washington, DC 20407

[202-205-4929](tel:202-205-4929) ♦ Desk

[202-\(b\)\(5\)](tel:202-(b)(5)) Phone

[202-708-5377](tel:202-708-5377) fax

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:lisa.gilmore@gsa.gov)
To: [Rebecca Cokley](#)
Date: 10/21/2013 2:44:28 PM
Subject: Fwd: NCD: Full-time Telework

FOR YOUR EYES ONLY

----- Forwarded message -----

From: Thomasina Williams - CPWA <thomasina.williams@gsa.gov>
Date: Mon, Oct 21, 2013 at 2:36 PM
Subject: Fwd: NCD: Full-time Telework
To: Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>

FYI.

----- Forwarded message -----

From: Maurice Hubbard - CPW <maurice.hubbard@gsa.gov>
Date: Mon, Oct 21, 2013 at 2:20 PM
Subject: NCD: Full-time Telework
To: Sylvia Jones <sjones@ncd.gov>

[Sylvia,](#)

1. Per page 5 of the document cited below, telework arrangements in the Federal Government may be full-time or part-time

http://www.telework.gov/guidance_and_legislation/telework_guide/telework_guide.pdf

2. ♦ If the the head of agency approved Ms. Cokley's telework agreement, then no change in the employee's work schedule is required.

If you have questions please contact me.

- Maurice

***Federal Employees Health Benefits (FEHB) Program ♦ Open Season
November 11 - December 9, 2013 ♦***

--

Thomasina Anderson Williams
Human Resources Specialist
Washington HR Operations Center
Employee Relations Branch-CPWA
301 7th Street, S.W., Room 1021

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:Lisa.Brown-Gilmore@cpwa.gov)
To: [Rebecca Cokley](mailto:Rebecca.Cokley@ncd.gov)
Date: 11/26/2013 5:34:38 PM
Subject: Re: Post Employment Ethics Letter

Yes

Sent from my iPhone

On Nov 26, 2013, at 4:33 PM, Rebecca Cokley <rcokley@ncd.gov> wrote:

Are you in tomorrow? I want to pick your brain on this.

Rebecca Cokley
Executive Director
National Council on Disability
1331 F Street NW, Suite 850
Washington, DC 20004
202-272-2124 Voice
202-272-2074 TTY
202-272-2022 Fax
Rcokley@ncd.gov
Website: <http://www.ncd.gov>

From: Robyn Powell
Sent: Friday, November 22, 2013 8:47 AM
To: Rebecca Cokley
Subject: RE: Post Employment Ethics Letter
How do you want to proceed?

From: jdurocher1@att.blackberry.net [<mailto:jdurocher1@att.blackberry.net>]

Sent: Thursday, November 21, 2013 4:19 PM
To: Rebecca Cokley; Robyn Powell
Subject: Re: Post Employment Ethics Letter

I would look in Aaron's old files to find the letter he gave to (b) (6) when she departed...GSA assisted in drafting it.
Sent via BlackBerry by AT&T

From: Rebecca Cokley <rcokley@ncd.gov>
Date: Thu, 21 Nov 2013 21:13:30 +0000
To: Robyn Powell<RPowell@ncd.gov>
Cc: jdurocher1@att.blackberry.net<jdurocher1@att.blackberry.net>
Subject: Re: Post Employment Ethics Letter
I've never heard of this. Joan?
Rebecca

Sent from my iPhone

On Nov 21, 2013, at 3:45 PM, "Robyn Powell" <RPowell@ncd.gov> wrote:

Please see below.

From: Sylvia Jones
Sent: Thursday, November 21, 2013 3:30 PM
To: Robyn Powell
Cc: Sylvia Jones
Subject: Post Employment Ethics Letter
Robyn,

Does NCD have a post employment ethics letter that we give to employees when they depart the agency? If so, please explain how it is administered and/or disseminated to former employees.
Sylvia

No virus found in this message.

Checked by AVG - www.avg.com

Version: 2012.0.2242 / Virus Database: 3629/6351 - Release Date: 11/20/13

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:lisa.gilmore@gsa.gov)
To: [Rebecca Cokley](mailto:rcokley@ncd.gov)
Date: 11/1/2013 11:48:38 AM
Subject: Re: Revised 14 Day Proposal - Jones

ok can we talk at 2?

On Fri, Nov 1, 2013 at 11:42 AM, Rebecca Cokley <rcokley@ncd.gov> wrote:

When we talk today, we need to chat about charge 2.

From: Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>
Sent: Wednesday, October 30, 2013 4:28 PM
To: Rebecca Cokley
Subject: Revised 14 Day Proposal - Jones

Rebecca, I've attached a revised version. [REDACTED]

(b) (6)

--

Lisa Gilmore
Human Resources Specialist (Employee Relations)
Washington Area Operations Center
Employee Relations Branch-CPWA
301 7th Street, S.W., Room 1022
Washington, DC 20407
202-205-4929 Desk
202-(b) (5) Mobile Phone
[202-708-5377](tel:202-708-5377) fax



https://docs.google.com/a/gsa.gov/forms/d/1nhjCN6mQLHds76fKF2MsLyLHchZpKL7e_LIZjNJlr0/viewform

--

Lisa Gilmore
Human Resources Specialist (Employee Relations)
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https://docs.google.com/a/gsa.gov/forms/d/1nhjCN6rnQLHds76fKF2MsLyLHchZpKL7e_LIZjNJlr0/viewform


From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:lisa.gilmore@gsa.gov)
To: [Rebecca Cokley](#)
Date: 12/11/2013 4:55:06 PM
Subject: Re: Post Employment Ethics Letter

(b) (5)




On Wed, Dec 11, 2013 at 2:10 PM, Rebecca Cokley <rcokley@ncd.gov> wrote:

Lisa,



(b) (5)



Rebecca

Rebecca Cokley
Executive Director
National Council on Disability
1331 F Street NW, Suite 850
Washington, DC 20004
[202-272-2124](tel:202-272-2124) Voice
[202-272-2074](tel:202-272-2074) TTY
[202-272-2022](tel:202-272-2022) Fax
Rcokley@ncd.gov
Website: <http://www.ncd.gov>

From: Lisa Brown-Gilmore - CPWA [mailto:lisa.gilmore@gsa.gov]

Sent: Wednesday, December 11, 2013 10:40 AM
To: Rebecca Cokley
Subject: Re: Post Employment Ethics Letter

(b) (5)



On Wed, Dec 11, 2013 at 10:19 AM, Rebecca Cokley <rcokley@ncd.gov> wrote:

This is the one where we discussed you connecting with Maurice since he drafted the letter with Aaron for (former employee) (b) (6), however, Aaron says it is.

How should I respond?

Rebecca Cokley
Executive Director
National Council on Disability
1331 F Street NW, Suite 850
Washington, DC 20004
[202-272-2124](tel:202-272-2124) Voice
[202-272-2074](tel:202-272-2074) TTY
[202-272-2022](tel:202-272-2022) Fax
Rcokley@ncd.gov
Website: <http://www.ncd.gov>

From: Lisa Brown-Gilmore - CPWA [mailto:lisa.gilmore@gsa.gov]
Sent: Wednesday, December 11, 2013 10:19 AM
To: Rebecca Cokley
Subject: Re: Post Employment Ethics Letter



Didn't you respond to this? Does such a letter exist? ♦ It seems like Sylvia is the only person knowledgeable about such a letter. (b) (5)



On Wed, Dec 11, 2013 at 9:20 AM, Rebecca Cokley <rcokley@ncd.gov> wrote:

How should I respond?

Sent from my iPhone

Begin forwarded message:

From: Sylvia Jones <sjones@ncd.gov>
Date: December 11, 2013 at 9:15:35 AM EST
To: Rebecca Cokley <rcokley@ncd.gov>
Cc: Sylvia Jones <sjones@ncd.gov>, Robyn Powell <RPowell@ncd.gov>
Subject: FW: Post Employment Ethics Letter

Rebecca,

This email is to document that on November 21, I sent Robyn Powell an email inquiring if the agency had a post employment ethics letter and the information on how it's administered and/or disseminated to former employees.

Due to Robyn's non-responsiveness I sent her a 2nd request email on Dec 2 and still no response. It has now been 20 days I have not received a response from Robyn Powell.

Sylvia

From: Sylvia Jones
Sent: Monday, December 2, 2013 9:11 AM
To: Robyn Powell
Cc: Sylvia Jones
Subject: RE: Post Employment Ethics Letter (2nd Request)

Hi Robyn,

This is my second request for a response to the email below.

Sylvia

From: Sylvia Jones
Sent: Thursday, November 21, 2013 3:30 PM
To: Robyn Powell
Cc: Sylvia Jones
Subject: Post Employment Ethics Letter

Robyn,

Does NCD have a post employment ethics letter that we give to employees when they depart the agency? If so, please explain how it is administered and/or disseminated to former employees.

Sylvia



--



Lisa Gilmore

Human Resources Specialist (Employee Relations)

Washington Area Operations Center

Employee Relations Branch-CPWA

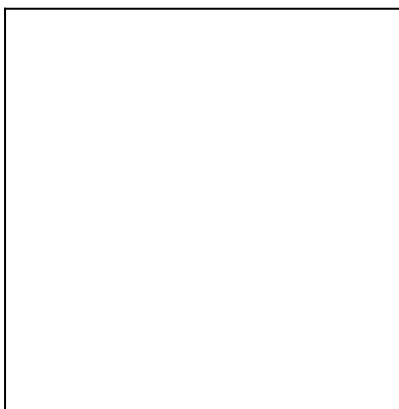
301 7th Street, S.W., Room 1022

Washington, DC 20407

[202-205-4929](tel:202-205-4929) ♦ Desk

[202-\(b\)\(5\)](tel:202-(b)(5)) Phone

[202-708-5377](tel:202-708-5377) fax



https://docs.google.com/a/gsa.gov/forms/d/1nhjCN6rnQLHds76fKF2MsLyLHchZpKL7e_LIZjNJlr0/vi ewform

No virus found in this message.

Checked by AVG - www.avg.com

Version: 2012.0.2242 / Virus Database: 3658/6410 - Release Date: 12/11/13

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:lisa.gilmore@gsa.gov)
To: [Jeff Rosen](#)
Date: 9/25/2013 2:00:06 PM
Subject: Tomorrow's Meeting

(b) (5)

Lisa Gilmore
Human Resources Specialist (Employee Relations)
Washington Area Operations Center
Employee Relations Branch-CPWA
301 7th Street, S.W., Room 1022
Washington, DC 20407
202-205-4929 ♦ Desk
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202-708-5377 fax



https://docs.google.com/a/gsa.gov/forms/d/1nhjCN6rnQLHds76fKF2MsLyLHchZpKL7e_LIZjNJlr0/vie

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:lisa.gilmore@gsa.gov)
To: [Rebecca Cokley](#)
Date: 12/9/2013 1:12:14 PM
Subject: Question

Hey There,
Have you had an opportunity to review the decision to Sylvia yet?

--

Lisa Gilmore
Human Resources Specialist (Employee Relations)
Washington Area Operations Center
Employee Relations Branch-CPWA
301 7th Street, S.W., Room 1022
Washington, DC 20407
202-205-4929 ♦ Desk
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202-708-5377 fax



https://docs.google.com/a/gsa.gov/forms/d/1nhjCN6rnQLHds76fKF2MsLyLHchZpKL7e_LIZjNJlr0/viewform

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:lisa.gilmore@gsa.gov)
To: [Rebecca Cokley](mailto:rcokley@ncd.gov)
Date: 10/31/2013 10:58:44 AM
Subject: Re: additional text

(b) (5)

On Thu, Oct 31, 2013 at 10:48 AM, Rebecca Cokley <rcokley@ncd.gov> wrote:
Lisa

(b) (5)

Here's what you wrote regarding Jeff. I'm going to move the deadline to noon tomorrow for both certifying Jeff's timecards and sending an email out to the members.

Rebecca

(b) (5)

Sent from my iPad

--

Lisa Gilmore
Human Resources Specialist (Employee Relations)
Washington Area Operations Center
Employee Relations Branch-CPWA
301 7th Street, S.W., Room 1022
Washington, DC 20407
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202-708-5377 fax



https://docs.google.com/a/gsa.gov/forms/d/1nhjCN6mQLHds76fKF2MsLyLHchZpKL7e_LIZjNJlr0/viewform

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](#)
To: [Robyn Powell](#)
Date: 11/6/2013 12:00:54 PM
Subject: Re: Sylvia Jones - Entry of Appearance

Hi Robyn,
The information relied upon was attached to the proposal.

Sent from my iPhone

On Nov 6, 2013, at 10:49 AM, Robyn Powell <[R.Powell@ncd.gov](#)> wrote:

(b) (5)

From: Jeff Rosen
Sent: Wednesday, November 06, 2013 10:15 AM
To: Brenda Ward - LG; Lisa Brown-Gilmore - CPWA; Robyn Powell
Cc: Lesly Wilson - LG
Subject: RE: Sylvia Jones - Entry of Appearance

(b) (5)

From: Brenda Ward - LG <[brenda.ward@gsa.gov](#)>
Sent: Wednesday, November 06, 2013 9:55 AM
To: Lisa Brown-Gilmore - CPWA
Cc: Jeff Rosen; Lesly Wilson - LG
Subject: Re: Sylvia Jones - Entry of Appearance

(b) (5)

Brenda F. Ward, Esq.
Senior Assistant General Counsel
U.S. General Services Administration
Office of General Counsel
1800 F Street, NW, Room 2007
Washington, D.C. 20405
Telephone: (202) 501-1417; fax #: (202) 208--0085

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On Wed, Nov 6, 2013 at 9:43 AM, Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov> wrote:
I understand that it's GSA's practice to grant a 10 day extension. Brenda and Leslie do you concur?

Sent from my iPhone

On Nov 5, 2013, at 6:23 PM, Jeff Rosen <jrosen@ncd.gov> wrote:

(b) (5)

From: James Heelan <jheelan@shawbransford.com>

Sent: Tuesday, November 05, 2013 5:16 PM

To: Jeff Rosen

Cc: lisa.gilmore@gsa.gov; Julie Perkins

Subject: Sylvia Jones - Entry of Appearance

Mr. Rosen,

Please see the attached entry of appearance, which we submit to you on behalf of Mrs. Sylvia Jones. A hard copy will follow to you via FedEx overnight delivery.

Sincerely,

James P. Garay Heelan

James P. Garay Heelan

Associate Attorney

Shaw Bransford & Roth P.C. | Attorneys at Law

1100 Connecticut Avenue, NW, Suite 900

Washington, DC 20036

Phone: (202) 463-8400 Ext. 316 | Fax: (202) 833-8082

www.shawbransford.com | jheelan@shawbransford.com

<image001.jpg> <image002.jpg>

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From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:lisa.gilmore@gsa.gov)
To: Rebecca Cokley
Date: 11/1/2013 11:55:54 AM
Subject: Re: Revised 14 Day Proposal - Jones

ok great

On Fri, Nov 1, 2013 at 11:52 AM, Rebecca Cokley <rcokley@ncd.gov> wrote:

(b) (5)

From: Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>
Sent: Friday, November 01, 2013 11:48 AM
To: Rebecca Cokley
Subject: Re: Revised 14 Day Proposal - Jones

ok can we talk at 2?

On Fri, Nov 1, 2013 at 11:42 AM, Rebecca Cokley <rcokley@ncd.gov> wrote:

(b) (5)

From: Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>
Sent: Wednesday, October 30, 2013 4:28 PM
To: Rebecca Cokley
Subject: Revised 14 Day Proposal - Jones

Rebecca, I've attached a revised version.

(b) (5)

--

Lisa Gilmore
Human Resources Specialist (Employee Relations)
Washington Area Operations Center
Employee Relations Branch-CPWA
301 7th Street, S.W., Room 1022
Washington, DC 20407
202-205-4929 Desk
202-(b) (5) Mobile Phone
[202-708-5377](tel:202-708-5377) fax



From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:lisa.gilmore@gsa.gov)
To: Rebecca Cokley
Date: 9/30/2013 1:32:46 PM
Subject: Re: Leave slips w/e 09/20 and 09/27

Rebecca,
I have to run out to a meeting. ♦ Can you call me at 2:15?

On Mon, Sep 30, 2013 at 1:31 PM, Rebecca Cokley <rcokley@ncd.gov> wrote:
I'm very uncomfortable submitting leave I have not used yet given the current climate.

RC

Sent from my iPad

On Sep 30, 2013, at 1:30 PM, "Lisa Brown-Gilmore - CPWA" <lisa.gilmore@gsa.gov> wrote:

Rebecca,

If you have not used the leave or believe that you may not use the leave, (b) (5)

On Mon, Sep 30, 2013 at 1:13 PM, Rebecca Cokley <rcokley@ncd.gov> wrote:
i'm still working out ♦ my comp time with brad and my donated leave, so I'm not finding myself comfortable submitting leave that I've yet to use yet. Do I have to?

Sent from my iPad

Begin forwarded message:

From: Sylvia Jones <sjones@ncd.gov>
Date: September 30, 2013, 1:07:36 PM EDT
To: Rebecca Cokley <rcokley@ncd.gov>
Cc: Sylvia Jones <sjones@ncd.gov>
Subject: RE: Leave slips w/e 09/20 and 09/27

Rebecca,

I need your leave slips for the entire duration of your absence. ♦ Please forward.

Sylvia

From: Rebecca Cokley
Sent: Monday, September 30, 2013 12:57 PM

To: Sylvia Jones
Cc: Jeff Rosen
Subject: Fwd: Leave slips w/e 09/20 and 09/27

Attached are my leave slips for the week ending the 20th and the week ending the 27th.

Rebecca

Sent from my iPad

Begin forwarded message:

--

Lisa Gilmore
Human Resources Specialist (Employee Relations)
Washington Area Operations Center
Employee Relations Branch-CPWA
301 7th Street, S.W., Room 1022
Washington, DC 20407
202-205-4929 ♦ Desk
202-(b) (5) Phone
[202-708-5377](tel:202-708-5377) fax



https://docs.google.com/a/gsa.gov/forms/d/1nhjCN6rnQLHds76fKF2MsLyLHchZpKL7e_LIZjNJlr0/viewform

--

Lisa Gilmore
Human Resources Specialist (Employee Relations)

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](#)
To: [Rebecca Cokley](#)
Date: 9/30/2013 12:39:36 PM
Subject: Re: Global Networkers contract

ok

On Mon, Sep 30, 2013 at 12:17 PM, Rebecca Cokley <rcokley@ncd.gov> wrote:

(b) (6) doesn't know about the convo but I will talk to his boss

Sent from my iPhone

On Sep 30, 2013, at 12:08 PM, "Jeff Rosen" <jrosen@ncd.gov> wrote:

Thank you. He is indispensable to NCD.

From: Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>
Sent: Monday, September 30, 2013 12:07 PM
To: Rebecca Cokley
Cc: Jeff Rosen
Subject: Re: Global Networkers contract

Please make sure that (b) (6) understands he is not being fired. I will continue to work with Rebecca regarding the administrative action.

On Mon, Sep 30, 2013 at 11:50 AM, Rebecca Cokley <rcokley@ncd.gov> wrote:

I just got off the phone with our IT contractor (William) and he informed me that Ms. Jones directed him to fire our (b) (6) effective today. She is the COTR on the contract but he contacted me as the Executive Director to ensure that that was in fact, our desire, which it isn't. This puts him in a slightly awkward position. What do we do?

She has yet to date mentioned any dissatisfaction with (b) (6), although he did relay to me that he was verbally disciplined about informing me about her denial of my laptop last week. William has no issue with (b) (6).

I told William to hold pending my guidance.

RC

Sent from my iPad

--

Lisa Gilmore
Human Resources Specialist (Employee Relations)
Washington Area Operations Center

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:lisa.gilmore@gsa.gov)
To: [Jeff Rosen](#)
Date: 9/30/2013 12:15:26 PM
Subject: Re: Sylvia's Husband

Jeff and Rebecca,

(b) (5) We just spoke to Rebecca and she is calling Sylvia now. (b) (5) Thanks

On Mon, Sep 30, 2013 at 12:01 PM, Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov> wrote:

(b) (5)

On Mon, Sep 30, 2013 at 11:56 AM, Jeff Rosen <jrosen@ncd.gov> wrote:

(b) (5)

Thanks.

-Jeff

From: Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>
Sent: Monday, September 30, 2013 11:53 AM
To: Rebecca Cokley
Cc: David Allen; Jeff Rosen
Subject: Re: Sylvia's Husband

Jeff,

(b) (5)

On Mon, Sep 30, 2013 at 11:34 AM, Rebecca Cokley <rcokley@ncd.gov> wrote:
| Lisa

I've been contacted by 3 staff about this today. What can we do?

RC

Sent from my iPhone

Begin forwarded message:

From: Robyn Powell <RPowell@ncd.gov>
Date: September 30, 2013 at 11:23:13 AM EDT
To: Jeff Rosen <jrosen@ncd.gov>, Rebecca Cokley <rcokley@ncd.gov>
Subject: Sylvia's Husband

Hi Jeff and Rebecca,

Staff have informed me that a man (assumedly Sylvia's husband) has been in Sylvia's office for several hours with her and that they have overheard what sounds like papers being ripped. I wanted to let you know, as this seems inappropriate.

Thanks,

Robyn

--

Lisa Gilmore
Human Resources Specialist (Employee Relations)
Washington Area Operations Center
Employee Relations Branch-CPWA
301 7th Street, S.W., Room 1022
Washington, DC 20407
202-205-4929 Desk
202-(b) (5) Mobile Phone
[202-708-5377](tel:202-708-5377) fax



https://docs.google.com/a/gsa.gov/forms/d/1nhjCN6rnQLHds76fKF2MsLyLHchZpKL7e_LIZjNJlr0

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:lisa.gilmore@gsa.gov)
To: [Rebecca Cokley](#)
Date: 10/17/2013 12:35:38 PM
Subject:

(b) (5)

Lisa Gilmore
Human Resources Specialist (Employee Relations)
Washington Area Operations Center
Employee Relations Branch-CPWA
301 7th Street, S.W., Room 1022
Washington, DC 20407
202-205-4929 ♦ Desk
202-(b) (5) Phone
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https://docs.google.com/a/gsa.gov/forms/d/1nhjCN6mQLHds76fKF2MsLyLHchZpKL7e_LIZjNJlr0/viewform

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:lisa.gilmore@gsa.gov)
To: [Rebecca Cokley](#)
Date: 12/19/2013 5:15:24 PM
Subject: Fwd: Suspension Letter

Hey Rebecca,

I need you help. ♦ Can you please take the "track changes" off the letter for Sylvia? ♦ I'm a bit challenged. ♦

----- Forwarded message -----

From: Jeff Rosen <jrosen@ncd.gov>
Date: Thu, Dec 19, 2013 at 4:09 PM
Subject: RE: Suspension Letter
To: Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>

Thanks Lisa.

Could you send me a clean copy?

Appreciate it.

-Jeff

From: Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>
Sent: Thursday, December 19, 2013 3:54 PM
To: Jeff Rosen
Subject: Suspension Letter

Hi Jeff,

The attached letter is ready for issuance. It has been reviewed by OGC. I am working with Rebecca on the 52. Please let me know when you issue the letter. I will be out of the office tomorrow, but checking my emails.

--

Lisa Gilmore
Human Resources Specialist (Employee Relations)
Washington Area Operations Center
Employee Relations Branch-CPWA
301 7th Street, S.W., Room 1022
Washington, DC 20407
202-205-4929 Desk
202-(b) (5) Mobile Phone

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:lisa.gilmore@gsa.gov)
To: [Rebecca Cokley](mailto:Rebecca.Cokley@ncd.gov)
Date: 12/2/2013 2:44:22 PM
Subject: Re: Julie's Leave Nov. 25 - 29

Rebecca, is Julie out sporadically? She can submit her OPM 71 (not SF-71) upon her return to the office, especially when she calls in. ♦ I will call you shortly.

On Mon, Dec 2, 2013 at 11:33 AM, Rebecca Cokley <rcokley@ncd.gov> wrote:
More stuff I need your help on....

Sent from my iPad

Begin forwarded message:

From: Julie Carroll <JCarroll@ncd.gov>
Date: December 2, 2013, 11:27:59 AM EST
To: Sylvia Jones <sjones@ncd.gov>, Robyn Powell <RPowell@ncd.gov>
Cc: DrGerrie Hawkins <DHawkins@ncd.gov>, Rebecca Cokley <rcokley@ncd.gov>
Subject: RE: Julie's Leave Nov. 25 - 29

The leave was requested by my doctor on the appropriate form on September 23 and was to be indefinite.

Julie

-----Original Message-----

From: Sylvia Jones
Sent: Monday, December 02, 2013 11:24 AM
To: Robyn Powell
Cc: Julie Carroll; DrGerrie Hawkins; Rebecca Cokley; Sylvia Jones
Subject: FW: Julie's Leave Nov. 25 - 29

Robyn,

As you are aware "leave must be requested and documented in advance on the ♦SF-71 form. ♦The SF-71 form is not submitted after leave is taken on a weekly or bi-weekly basis as Julie is doing.

The NCD Administrative Policy and Procedures Manual states ♦- Prior to subtracting any hours of leave from an entitlement to FMLA or placing an employee on FMLA leave, the supervisor must confirm that action with the employee. Supervisory confirmation of FMLA leave appears on the SF-71 notice. ♦Julie invoked her entitlement to FMLA on September

23, 2013. Shortly thereafter Gerrie consulted with HR and approved. ♦ However, I do not recall receiving an SF-71 to cover the 12 week period as required and requested. ♦

The manual also states "in an emergency situation...notice by a spouse of other responsible person suffices until the employee can contact the supervisor and complete an SF-71."

Prior to Joan departing on FMLA for maternity leave she submitted an SF-71 for the entire duration of time she would be out to include maternity leave. Please forward an SF-71 to cover the entire duration of Julie's FMLA immediately.

Sylvia ♦♦

From: Robyn Powell
Sent: Sunday, December 1, 2013 7:47 PM
To: Julie Carroll; DrGerrie Hawkins
Cc: Rebecca Cokley; Sylvia Jones
Subject: RE: Julie's Leave Nov. 25 - 29

Thanks! ♦ Sylvia, the approved leave slips are attached.

From: Julie Carroll [<mailto:j7carroll@verizon.net>]
Sent: Sunday, December 01, 2013 2:15 PM
To: Robyn Powell; DrGerrie Hawkins
Cc: Rebecca Cokley; Sylvia Jones
Subject: Julie's Leave Nov. 25 - 29

--

Lisa Gilmore
Human Resources Specialist (Employee Relations)

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:lisa.gilmore@gsa.gov)
To: [Rebecca Cokley](#)
Date: 10/28/2013 12:06:50 PM
Subject: DEVIS

Hi Rebecca,

Did Sylvia ever do anything to renew the DEVIS contact? ♦ It doesn't appear that she did, I am just double checking.

--

Lisa Gilmore
Human Resources Specialist (Employee Relations)
Washington Area Operations Center
Employee Relations Branch-CPWA
301 7th Street, S.W., Room 1022
Washington, DC 20407
202-205-4929 ♦ Desk
202-(b) (5) Phone
202-708-5377 fax



https://docs.google.com/a/gsa.gov/forms/d/1nhjCN6rnQLHds76fKF2MsLyLHchZpKL7e_LIZjNJlr0/viewform

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:lisa.gilmore@gsa.gov)
To: [Rebecca Cokley](#)
Date: 10/21/2013 5:09:32 PM
Subject: Re: Questions

Ok thanks. Also I will send some talking points for Wed meeting tomorrow. I won't be in the office but I will be available via cell. My boss told me that I can only give advise that pertains to employee relations. I will talk to you tomorrow

Sent from my iPhone

On Oct 21, 2013, at 4:06 PM, Rebecca Cokley <rcokley@ncd.gov> wrote:

Let me find out. I'll also check in with our doorman to see if he signed in. Since he was walking in with Sylvia, chances are the doorman didn't make him sign. I'll find out though.

Rebecca

Sent from my iPad

On Oct 21, 2013, at 3:57 PM, "Lisa Brown-Gilmore - CPWA" <lisa.gilmore@gsa.gov> wrote:

Hi Rebecca,

Approximately what time did Sylvia's husband come in to the office? Also is there a sign in sheet in the front of the building for visitors? If so, can you get a copy?

--

Lisa Gilmore
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https://docs.google.com/a/gsa.gov/forms/d/1nhjCN6rnQLHds76fKF2MsLyLHchZpKL7e_LIZjNJlr0/vi ewform

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:lisa.gilmore@gsa.gov)
To: Rebecca Cokley
Date: 10/17/2013 1:46:08 PM
Subject: Re: laptop

Rebecca - call me if you want to discuss this one.

(b) (5)

On Thu, Oct 17, 2013 at 12:57 PM, Rebecca Cokley <rcokley@ncd.gov> wrote:

Lisa

(b) (5)

Thanks.

Rebecca

Sent from my iPad

--

Lisa Gilmore
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https://docs.google.com/a/gsa.gov/forms/d/1nhjCN6rnQLHds76fKF2MsLyLHchZpKL7e_LIZjNJlr0/viewform

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:lisa.gilmore@gsa.gov)
To: [Rebecca Cokley](#)
Date: 12/5/2013 12:45:24 PM
Subject: Re: FW: Julie's Metro Subsidy

Are you serious? ♦ Has Stacy or anyone else done this in the past? ♦

On Thu, Dec 5, 2013 at 11:37 AM, Rebecca Cokley <rcokley@ncd.gov> wrote:

AAAAAAAACK!



Now to find the needle in the haystack. Oh joy!



Rebecca Cokley

Executive Director

National Council on Disability

1331 F Street NW, Suite 850

Washington, DC 20004

[202-272-2124](tel:202-272-2124) Voice

[202-272-2074](tel:202-272-2074) TTY

[202-272-2022](tel:202-272-2022) Fax

Rcokley@ncd.gov

Website: <http://www.ncd.gov>



From: Sylvia Jones

Sent: Thursday, December 05, 2013 11:36 AM

To: Rebecca Cokley

Cc: Sylvia Jones

Subject: RE: Julie's Metro Subsidy



Rebecca,

GSA is not responsible for nor provide metro subsidy services to NCD. This is a responsibility of the Administrative Assistant and/or Financial Analyst which you supervise. The contract financial analyst must contact WMATA to correct.

Sylvia

From: Rebecca Cokley
Sent: Thursday, December 5, 2013 10:23 AM
To: Sylvia Jones
Subject: Julie's Metro Subsidy



Mrs. Jones,



Please reach out to GSA by COB tomorrow and cancel Julie's metro subsidy.



Thank you.



Rebecca Cokley
Executive Director
National Council on Disability
1331 F Street NW, Suite 850
Washington, DC 20004

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[202-272-2022](tel:202-272-2022) Fax

Rcokley@ncd.gov

Website: <http://www.ncd.gov>



No virus found in this message.

Checked by AVG - www.avg.com

Version: 2012.0.2242 / Virus Database: 3658/6393 - Release Date: 12/05/13

--

Lisa Gilmore
Human Resources Specialist (Employee Relations)
Washington Area Operations Center

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:lisa.gilmore@gsa.gov)
To: [Jeff Rosen](#)
Date: 9/26/2013 12:32:52 PM
Subject: Re: Request from NCD Chair

Jeff,

Lesly's email address is: lesly.wilson@gsa.gov

On Thu, Sep 26, 2013 at 12:17 PM, Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov> wrote:

(b) (5)

--

Lisa Gilmore
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https://docs.google.com/a/gsa.gov/forms/d/1nhjCN6rnQLHds76fKF2MsLyLHchZpKL7e_LIZjNJlr0/viewform

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:lisa.gilmore@gsa.gov)
To: [Rebecca Cokley](#)
Date: 10/29/2013 2:09:18 PM
Subject: Proposed 14 Day Suspension
Attachments: Jones Proposed Suspension.docx

Hi Rebecca,

I have attached the proposal notice for Sylvia. ♦ Please let me know if you have any questions. ♦
You will need to print it off on NCD's letterhead. ♦ Also Lynae can be present when you issue the
proposal. ♦ I will send the attachments to the proposal under separate email. ♦

--

Lisa Gilmore
Human Resources Specialist (Employee Relations)
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https://docs.google.com/a/gsa.gov/forms/d/1nhjCN6rnQLHds76fKF2MsLyLHchZpKL7e_LIZjNJlr0/viewform

(b) (5)

(b) (5)

(b) (5)

(b) (5)

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:lisa.gilmore@gsa.gov)
To: [Rebecca Cokley](#)
Date: 11/27/2013 10:49:40 AM
Subject: Re: FW: Post Employment Ethics Letter

ok, let's find out what was in the letter. ♦ Will you send me a copy if she sends it? ♦ Hopefully she will be cooperative. ♦ If not, I will reach out to Maurice and his supervisor.

On Wed, Nov 27, 2013 at 9:46 AM, Rebecca Cokley <rcokley@ncd.gov> wrote:

I have NO clue

Rebecca Cokley
Executive Director
National Council on Disability
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[202-272-2022](tel:202-272-2022) Fax
Rcokley@ncd.gov
Website: <http://www.ncd.gov>

From: Lisa Brown-Gilmore - CPWA [mailto:lisa.gilmore@gsa.gov]
Sent: Wednesday, November 27, 2013 9:46 AM
To: Rebecca Cokley
Subject: Re: FW: Post Employment Ethics Letter



Rebecca, do you know what the post employment letter stated?



(b) (5)

(b) (5)

On Tue, Nov 26, 2013 at 4:33 PM, Rebecca Cokley <rcokley@ncd.gov> wrote:

Are you in tomorrow? I want to pick your brain on this.

Rebecca Cokley

Executive Director

National Council on Disability

1331 F Street NW, Suite 850

Washington, DC 20004

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[202-272-2074](tel:202-272-2074) TTY

[202-272-2022](tel:202-272-2022) Fax

Rcokley@ncd.gov

Website: <http://www.ncd.gov>

From: Robyn Powell

Sent: Friday, November 22, 2013 8:47 AM

To: Rebecca Cokley

Subject: RE: Post Employment Ethics Letter



How do you want to proceed?

From: jdurocher1@att.blackberry.net [<mailto:jdurocher1@att.blackberry.net>]

Sent: Thursday, November 21, 2013 4:19 PM

To: Rebecca Cokley; Robyn Powell

Subject: Re: Post Employment Ethics Letter



I would look in Aaron's old files to find the letter he gave to [REDACTED] when she departed...GSA assisted in drafting it.

Sent via BlackBerry by AT&T

From: Rebecca Cokley <rcokley@ncd.gov>

Date: Thu, 21 Nov 2013 21:13:30 +0000

To: Robyn Powell<RPowell@ncd.gov>

Cc: jdurocher1@att.blackberry.net<jdurocher1@att.blackberry.net>

Subject: Re: Post Employment Ethics Letter



I've never heard of this. Joan?



Rebecca

Sent from my iPhone

On Nov 21, 2013, at 3:45 PM, "Robyn Powell" <RPowell@ncd.gov> wrote:

[Please see below.](#)

From: Sylvia Jones
Sent: Thursday, November 21, 2013 3:30 PM
To: Robyn Powell
Cc: Sylvia Jones
Subject: Post Employment Ethics Letter



Robyn,

Does NCD have a post employment ethics letter that we give to employees when they depart the agency? If so, please explain how it is administered and/or disseminated to former employees.

Sylvia

No virus found in this message.

Checked by AVG - www.avg.com

Version: 2012.0.2242 / Virus Database: 3629/6351 - Release Date: 11/20/13

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:lisa.gilmore@gsa.gov)
To: Rebecca Cokley
Date: 12/12/2013 12:38:56 PM
Subject: Re: FW: Anne Sommers timeline

Whether you give her a direct order or not, each time that she fails to follow instructions, we will continue to document for the next action. ♦

On Thu, Dec 12, 2013 at 11:28 AM, Rebecca Cokley <rcokley@ncd.gov> wrote:

Giving you a heads up that I m sure that this is going to be a fight with Sylvia.

Rebecca Cokley
Executive Director
National Council on Disability
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[202-272-2022](tel:202-272-2022) Fax
Rcokley@ncd.gov
Website: <http://www.ncd.gov>

From: Rebecca Cokley
Sent: Thursday, December 12, 2013 11:27 AM
To: 'Anthony E Speights - CPW'
Subject: RE: Anne Sommers timeline



And how long is a 52 valid for? I m trying to figure out how many we need.

Rebecca Cokley
Executive Director
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[202-272-2022](tel:202-272-2022) Fax

Rcokley@ncd.gov

Website: <http://www.ncd.gov>

From: Anthony E Speights - CPW [<mailto:anthony.speights@gsa.gov>]

Sent: Tuesday, December 10, 2013 3:47 PM

To: Rebecca Cokley

Subject: Re: Anne Sommers timeline



Your signature will not be problem.



On Tue, Dec 10, 2013 at 10:30 AM, Rebecca Cokley <rcokley@ncd.gov> wrote:

Will it matter that my signature will be on the document when I wasn't the executive director for this period of time? (I'm just thinking through questions I am likely to be asked.)

Sent from my iPhone

On Dec 10, 2013, at 8:09 AM, "Anthony E Speights - CPW" <anthony.speights@gsa.gov> wrote:

The SF-52 should be signed with the current date. ♦ However, the effective date will reflect the action date that the action should have occurred. ♦ Thanks



On Mon, Dec 9, 2013 at 12:06 PM, Rebecca Cokley <rcokley@ncd.gov> wrote:

So what exactly do you need? SF-52s issued now but backdated to demonstrate the whole period she served? I want to make sure I'm clear on what's needed.



Rebecca

Sent from my iPhone

On Nov 27, 2013, at 12:18 PM, "Anthony E Speights - CPW" <anthony.speights@gsa.gov> wrote:

Hi Rebecca,



We will need the signed SF-52s to initiate the action. ♦ Thanks



On Wed, Nov 27, 2013 at 11:16 AM, Rebecca Cokley <rcokley@ncd.gov> wrote:

Anthony

Do you have an update for me? Do you need me to pull together additional documentation to justify the generating of SF-50s to document Ms. Sommers tenure in the acting Director of Legislation and Outreach role?

Rebecca Cokley
Executive Director
National Council on Disability
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Rcokley@ncd.gov
Website: <http://www.ncd.gov>

-----Original Message-----

From: Rebecca Cokley
Sent: Friday, November 15, 2013 8:49 AM
To: Anthony Speights - CPWD
Cc: Lisa Brown-Gilmore - CPWA
Subject: Anne Sommers timeline

Anthony

See attached. Please call me if you have any questions or would like additional supporting documentation. (b) (6)

Rebecca

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Checked by AVG - www.avg.com
Version: 2012.0.2242 / Virus Database: 3629/6358 - Release Date: 11/22/13



--

Anthony E. Speights
Human Resources Specialist
General Services Administration

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:lisa.gilmore@gsa.gov)
To: Rebecca Cokley
Date: 12/11/2013 11:18:50 AM
Subject: Re: Post Employment Ethics Letter

Didn't you respond to this? Does such a letter exist? ♦ It seems like Sylvia is the only person knowledgeable about such a letter. ♦ (b) (5)

[REDACTED]

On Wed, Dec 11, 2013 at 9:20 AM, Rebecca Cokley <rcokley@ncd.gov> wrote:
How should I respond?

Sent from my iPhone

Begin forwarded message:

From: Sylvia Jones <sjones@ncd.gov>
Date: December 11, 2013 at 9:15:35 AM EST
To: Rebecca Cokley <rcokley@ncd.gov>
Cc: Sylvia Jones <sjones@ncd.gov>, Robyn Powell <RPowell@ncd.gov>
Subject: FW: Post Employment Ethics Letter

Rebecca,

This email is to document that on November 21, I sent Robyn Powell an email inquiring if the agency had a post employment ethics letter and the information on how it's administered and/or disseminated to former employees.

Due to Robyn's non-responsiveness I sent her a 2nd request email on Dec 2 and still no response. It has now been 20 days I have not received a response from Robyn Powell.

Sylvia

From: Sylvia Jones
Sent: Monday, December 2, 2013 9:11 AM
To: Robyn Powell
Cc: Sylvia Jones
Subject: RE: Post Employment Ethics Letter (2nd Request)

Hi Robyn,

This is my second request for a response to the email below.

Sylvia

From: Sylvia Jones
Sent: Thursday, November 21, 2013 3:30 PM
To: Robyn Powell
Cc: Sylvia Jones
Subject: Post Employment Ethics Letter

Robyn,

Does NCD have a post employment ethics letter that we give to employees when they depart the agency? If so, please explain how it is administered and/or disseminated to former employees.

Sylvia

--

Lisa Gilmore
Human Resources Specialist (Employee Relations)
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https://docs.google.com/a/gsa.gov/forms/d/1nhjCN6rnQLHds76fKF2MsLyLHchZpKL7e_LIZjNJlr0/viewform

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:lisa.gilmore@gsa.gov)
To: [Rebecca Cokley](#)
Date: 12/3/2013 1:26:24 PM
Subject: Re: FW: 2013 Annual Reporting: EEOC Form 462 (2nd Request)

(b) (5)

On Tue, Dec 3, 2013 at 12:18 PM, Rebecca Cokley <rcokley@ncd.gov> wrote:

It was a true statement. I had started talking to the EEOC about it on the 22nd. It was completed last week and I m waiting for confirmation.

Banging my head on the desk at the moment.

Rebecca Cokley

Executive Director

National Council on Disability

1331 F Street NW, Suite 850

Washington, DC 20004

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[202-272-2022](tel:202-272-2022) Fax

Rcokley@ncd.gov

Website: <http://www.ncd.gov>

From: Sylvia Jones
Sent: Tuesday, December 03, 2013 12:04 PM
To: Rebecca Cokley
Cc: Sylvia Jones
Subject: RE: 2013 Annual Reporting: EEOC Form 462 (2nd Request)



Rebecca,

Yesterday, you stated " the EEO Form 462 will be completed by me via phone with the EEOC." On November 22, Robyn responded and stated "Rebecca has taken care of this" which was a false statement.

I would like to know what action will be taken against Robyn for delayed response and displaying a lack

of candor in the workplace.

Sylvia

From: Rebecca Cokley
Sent: Monday, December 2, 2013 1:27 PM
To: Sylvia Jones; Robyn Powell
Subject: RE: 2013 Annual Reporting: EEOC Form 462 (2nd Request)

Mrs. Jones,

The EEO Form 462 will be completed by me via phone with the EEOC. Upon my completion of the form, I will provide you a copy.

Rebecca

From: Sylvia Jones
Sent: Monday, December 02, 2013 9:31 AM
To: Robyn Powell
Cc: Rebecca Cokley; Sylvia Jones
Subject: RE: 2013 Annual Reporting: EEOC Form 462 (2nd Request)

Hi Robyn,

This is a second request for a copy of NCD's submission of the subject report.

Sylvia

From: Sylvia Jones
Sent: Friday, November 22, 2013 10:02 AM
To: Robyn Powell
Cc: Rebecca Cokley; Sylvia Jones
Subject: RE: 2013 Annual Reporting: EEOC Form 462

Hi Robyn,

Please forward me a copy of the submission to EEOC to include the report; and in the future please ensure that I am copied on the submission. I believe Joan had advised you of this prior to departing on maternity leave.

I look forward to receiving the report.

Thank you,

Sylvia

From: Robyn Powell
Sent: Friday, November 22, 2013 9:54 AM
To: Sylvia Jones
Cc: Rebecca Cokley
Subject: RE: 2013 Annual Reporting: EEOC Form 462

Hi Sylvia,



Rebecca has taken care of this.



Thanks,

Robyn



From: Sylvia Jones
Sent: Monday, November 18, 2013 4:18 PM
To: Robyn Powell
Cc: Rebecca Cokley; Sylvia Jones
Subject: 2013 Annual Reporting: EEOC Form 462



Hi Robyn,



The EEOC Form 462 is due on November 28, 2013. I'm following up to see if you will be completing the form in Joan's absence? Please advise...



Thank you,

Sylvia

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:lisa.gilmore@gsa.gov)
To: [Rebecca Cokley](mailto:rcokley@ncd.gov)
Date: 10/28/2013 8:38:48 AM
Subject: Re: Follow Up

please call me, i'm in the office

On Mon, Oct 28, 2013 at 8:08 AM, Rebecca Cokley <rcokley@ncd.gov> wrote:

(b) (5)

Rebecca

Sent from my iPad

On Oct 28, 2013, at 6:50 AM, "Lisa Brown-Gilmore - CPWA" <lisa.gilmore@gsa.gov> wrote:

(b) (5)

Sent from my iPhone

On Oct 26, 2013, at 10:51 AM, Rebecca Cokley <rcokley@ncd.gov> wrote:

how do you suggest I respond to both Jeff and then to Sylvia?

Rebecca

Sent from my iPad

Begin forwarded message:

From: Jeff Rosen <jrosen@ncd.gov>
Date: October 26, 2013, 10:30:50 AM EDT
To: Rebecca Cokley <rcokley@ncd.gov>
Cc: Gary Blumenthal <GBlumenthal@ncd.gov>
Subject: FW: Follow Up

Rebecca -

To follow up on this, Sylvia's June 27, 2013 email to the Council, if I recall correctly, excluded you and I. Its my understanding that in her email, Sylvia requested to discuss with the Council certain issues including, inappropriately, the conduct of other staff. It appears from Sylvia's email below that you provided her with direction to follow protocol by channeling any complaints to appropriate authorities. You are one of the primary appropriate authority Sylvia is obligated to provide any information to.

I was copied on an email Sylvia sent indicating that she represented to auditors that NCD engaged in fraud. I followed up by asking the Chair of the A&F Committee to share the information with the Committee to make them aware of the allegations so that the appropriate Council members would look into the merits of the issue as part of our fiduciary responsibilities. The Chair of the A&F Committee requested Sylvia to provide information regarding the fraud she believes occurred.

Sylvia provides inadequate grounds in her email below for her refusal to provide that information. Please follow up with her in obtaining that requested information from her.

Thanks.

-Jeff

From: Sylvia Jones

Sent: Friday, October 25, 2013 2:29 PM

To: Gary Blumenthal; Rebecca Cokley; Jeff Rosen; Sylvia Jones

Cc: Pam Holmes; Ari Neeman; Kamilah Martin-Proctor; Lynnae Rutledge; Lisa Brown-Gilmore - CPWA

Subject: Follow Up

All,

I wasn't feeling due to workplace harassment and stress. I typed the email below at 9am to respond to Gary, however I realized that I never hit the send button.

Gary,

As you are aware, it is and has always been the responsibility of the Executive Director to brief the Council, to include the A&F Committee on budgetary and office issues. I noticed that you copied Rebecca Cokley to this email but you did request any information from her. As I stated on Wednesday, October 23...it is documented that I attempted to address the issues internally to the full council on June 27, 2013 and only one member responded showing concern. Following my unsuccessful attempt to report issues to the council, I was issued a direct order by Rebecca Cokley on June 28, 2013 to channel my complaints through the appropriate authorities. I was threatened with disciplinary action up to and including removal from the National Council on Disability if I failed to follow the order. I followed Rebecca Cokley's direct order and I reported the issues to the appropriate authorities, which you are aware of. Therefore, I cannot provide you and/or the A&F Committee any information related to my disclosures pending an investigation.

Also you have made another false allegation (testimony) against me in government email which is slander and defamation of character and everyone attached to this email thread is now a witness to the fact. I never received a directive regarding any element of the audit and as I have requested, please provide me and the council with the date and time and method of the

communication to support the serious false allegation that you continue to make against me. Unless you can produce such communication, I request that you cease and desist from making slanderous and false allegations against me in effort to defame my character. Today I received the first communication from Rebecca regarding the audit.

Regarding reimbursement...I responded you on October 18 and advised to follow up with Rebecca Cokley, apparently you did not do so. Members are well aware that if they have any payroll related questions or problems that are to contact me or Stacy Brown directly. As of today this office has only received one payroll inquiry and that was from you on today sent directly to Stacey Brownn (w/cc: Rebecca and Jeff).

I'm finding your emails to be harassing, demeaning and workplace bullying which is a violation of the law; and I'm sure that when you communicate with my peers that you are not aggressive, accusatory and copying all of the above persons to include GSA Employee Relations, which I find inappropriate. I have been in this agency for over 15mos and you were always respectful and helpful to me. I noticed that your aggression towards began in September when I refused to compromise my integrity and participate in unlawful activities or accept the "trade off" as you called it. From this point forward I request to be treated civilly and equally as you do everyone else in the agency.

Since you have attached HR to this email I would also like to make it clear that you are a special government employee and are not my supervisor. Earlier this week I requested of Rebecca that due to your aggression towards me that all your communication be channeled through her as it was in the past with the previous ED. I'm willing to do anything for the agency but I will not compromise my integrity and I'm tired of the harrassment as it is severely affecting my disabilities.

Please note that I will forward you the auditor's contact informtion in a separate email along with an internal control document that must be completed and sent back to me before the close of business Monday, October 28.

Sylvia

--

Lisa Gilmore
Human Resources Specialist (Employee Relations)
Washington Area Operations Center
Employee Relations Branch-CPWA
301 7th Street, S.W., Room 1022
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202-205-4929 ♦ Desk
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From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:lisa.gilmore@gsa.gov)
To: [Rebecca Cokley](mailto:Rebecca.Cokley)
Date: 10/23/2013 11:42:30 AM
Subject: Re: Server key

Hi - I would tell Nick to see her for the key. ♦ She knows that you are back to work. (b) (5)

On Wed, Oct 23, 2013 at 11:37 AM, Rebecca Cokley <rcokley@ncd.gov> wrote:

I believe she's saying I didn't comply with leave policy by emailing when I was on leave. Jeff clearly announced to the staff that I was back as of last week. Do I need to respond to her? ♦

Rebecca

Sent from my iPad

Begin forwarded message:

From: Sylvia Jones <sjones@ncd.gov>
Date: October 23, 2013, 8:42:54 AM EDT
To: Rebecca Cokley <rcokley@ncd.gov>
Cc: Sylvia Jones <sjones@ncd.gov>
Subject: RE: Server key

Rebecca,

Your statement that "you are not aware of any performance problems with Nick is false." ♦ In fact, issues were discussed about Nick's poor performance during our meeting with Gary on August 5. ♦ Nonetheless, as the ED you have made the decision to disregard federal laws, regulations, internal control and risks to the agency by instructing me to provide Nick the with the server key. ♦ As the Director of Administration I did my duty by reporting the issue. ♦ Please advise Nick to see me to sign for the key.

On a different note: ♦ since you elected not to comply with leave policy, as the ED please advise me how staff are to determine the days you are at work?

Sylvia

From: Rebecca Cokley
Sent: Tuesday, October 22, 2013 12:06 PM
To: Sylvia Jones
Subject: Server key

Mrs. Jones

As I stated to you in a previous email, I am not aware of any performance problems with Nick. As your supervisor I am again instructing you to provide Nick with the server key.

And since you indicated to me that you're leaving at noon, please fill out and email me a leave slip.

Rebecca

--

Lisa Gilmore
Human Resources Specialist (Employee Relations)
Washington Area Operations Center
Employee Relations Branch-CPWA
301 7th Street, S.W., Room 1022
Washington, DC 20407
202-205-4929 ♦ Desk
202-(b) (5) Phone
202-708-5377 fax



https://docs.google.com/a/gsa.gov/forms/d/1nhjCN6rnQLHds76fKF2MsLyLHchZpKL7e_LIZjNJlr0/viewform

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:lisa.gilmore@gsa.gov)
To: [Rebecca Cokley](#)
Date: 10/17/2013 4:19:10 PM
Subject: Draft Proposal
Attachments: DRAFT Proposed 14 Day Suspension sylvia Jones.docx

Hi Rebecca,

Attached is a very rough draft of a proposed 14 day suspension for Sylvia. ♦ I am meeting with a GSA attorney (Brenda Ward) tomorrow to discuss further. ♦ Please feel free to edit. ♦ Again this is only a draft. ♦ Thanks

--

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https://docs.google.com/a/gsa.gov/forms/d/1nhjCN6rnQLHds76fKF2MsLyLHchZpKL7e_LIZjNJlr0/viewform



GSA National Capital Region

(b) (5)

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(b) (5)

(b) (5)

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:lisa.gilmore@gsa.gov)
To: [Rebecca Cokley](#)
Date: 11/6/2013 11:45:52 AM
Subject: Re: Sylvia Jones - Entry of Appearance

Actually can you send it to Robyn and cc me?

Sent from my iPhone

On Nov 6, 2013, at 10:38 AM, Rebecca Cokley <rcokley@ncd.gov> wrote:

> I will send you the admin manual today.

>

> Sent from my iPhone

>

>> On Nov 6, 2013, at 10:24 AM, "Lisa Brown-Gilmore - CPWA" <lisa.gilmore@gsa.gov> wrote:

>>

>> FYI

>>

>> Sent from my iPhone

>>

>> Begin forwarded message:

>>

>> From: Jeff Rosen <jrosen@ncd.gov<mailto:jrosen@ncd.gov>>

>> Date: November 6, 2013, 10:14:38 AM EST

>> To: Brenda Ward - LG <brenda.ward@gsa.gov<mailto:brenda.ward@gsa.gov>>, Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov<mailto:lisa.gilmore@gsa.gov>>, Robyn Powell <RPowell@ncd.gov<mailto:RPowell@ncd.gov>>

>> Cc: Lesly Wilson - LG <lesly.wilson@gsa.gov<mailto:lesly.wilson@gsa.gov>>

>> Subject: RE: Sylvia Jones - Entry of Appearance

>>

>>

>> Robyn -

>>

>>

>>

>> Are you available to draft a response to the attached letter as NCD's acting GC? If so, please work with Brenda in drafting.

>>

>>

(b) (5)

(b) (5)

>>

>> Thanks.

>>

>>

>>

>> -Jeff

>>

>>

(b) (5)

>> Brenda F. Ward, Esq.

>> Senior Assistant General Counsel

>> U.S. General Services Administration

>> Office of General Counsel

>> 1800 F Street, NW, Room 2007

>> Washington, D.C. 20405
>> Telephone: (202) 501-1417; fax #: (202) 208--0085
>>
>> *****

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>> *****
>>
>>
>> On Wed, Nov 6, 2013 at 9:43 AM, Lisa Brown-Gilmore - CPWA

(b) (5)

>>
>> On Nov 5, 2013, at 6:23 PM, Jeff Rosen <jrosen@ncd.gov<mailto:jrosen@ncd.gov>> wrote:
>>

(b) (5)

>>
>> Thanks.
>>
>>
>>
>> -Jeff
>>
>> _____
>> From: James Heelan <jheelan@shawbransford.com<mailto:jheelan@shawbransford.com>>
>> Sent: Tuesday, November 05, 2013 5:16 PM
>> To: Jeff Rosen
>> Cc: lisa.gilmore@gsa.gov<mailto:lisa.gilmore@gsa.gov>; Julie Perkins
>> Subject: Sylvia Jones - Entry of Appearance
>>
>> Mr. Rosen,
>>
>> Please see the attached entry of appearance, which we submit to you on behalf of Mrs. Sylvia Jones. A hard copy will follow to you via FedEx overnight delivery.
>>
>> Sincerely,

>>

>> James P. Garay Heelan

>>

>> James P. Garay Heelan

>> Associate Attorney

>>

>> Shaw Bransford & Roth P.C. | Attorneys at Law

>> 1100 Connecticut Avenue, NW, Suite 900

>> Washington, DC 20036

>> Phone: (202) 463-8400 Ext. 316<tel:%28202%29%20463-8400%20Ext.%20316>| Fax: (202) 833-8082<tel:%28202%29%20833-8082>

>> www.shawbransford.com<http://www.shawbransford.com/> |

jheelan@shawbransford.com<mailto:jheelan@shawbransford.com>

>> <image001.jpg><http://www.facebook.com/shawbransfordroth>

<image002.jpg><http://www.linkedin.com/company/889783>

>>

>>

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>>

>> <Sylvia Jones - Entry of Appearance.pdf>

>>

>> <Sylvia Jones - Entry of Appearance.pdf>

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:Lisa.Brown-Gilmore-CPWA@gsa.gov)
To: [Rebecca Cokley](mailto:Rebecca.Cokley@ncd.gov)
Date: 11/1/2013 6:24:30 AM
Subject: Re: timecards for members

Yes I'm a huge fan missed it last night but I recorded it

Sent from my iPhone

On Oct 31, 2013, at 11:39 PM, Rebecca Cokley <rcokley@ncd.gov> wrote:

Ok..random question, do you watch Scandal?

Sent from my iPad

On Oct 31, 2013, at 9:55 PM, "Lisa Brown-Gilmore - CPWA" <lisa.gilmore@gsa.gov> wrote:

 (b) (5)
afternoon

Sent from my iPhone

On Oct 31, 2013, at 12:33 PM, Rebecca Cokley <rcokley@ncd.gov> wrote:

FYI.

From: Sylvia Jones
Sent: Thursday, October 31, 2013 12:30 PM
To: Rebecca Cokley
Cc: Sylvia Jones
Subject: RE: timecards for members

Rebecca,

On June 27, 2013 I requested a meeting with council membersto internal issues within the organization to include "abuse of time and attendance." On June 28, 2013 you sent me a direct order to "channel my complaints to the appropriate authorities." You further stated that failure to do so would result in disciplinary action up to and including removal from the NCD. I followed your direct order and reported the issue to the appropriate authorities therefore I cannot certify the timecards of Jeff Rosen or any others that I'm not 100% comfortable signing pending investigation.

If you are 100% comfortable with the hours submitted by Jeff and/or others, please contact GSA for access and/or authorization to approve. Documentation for Gary Blumenthal's hours for pay period 21 was received from Stacey Brown on Friday, October 25 at 9:54 a.m., which I will certify.

Your order to contact members by email tomorrow "if we are missing timecards for a certain period" is unclear especially since members are intermittent employees and would not claim hours each pay period. Per my end of year email to members and staff on August 14, the last day to submit amended timecards for FY13 was September 4. Please clarify.

In closing...emails such as this is what we discussed previously regarding professionalism and respect. As I pointed out to you before, you do not speak to the white staff in the tone that you speak to me in email and please note that all your emails are being forwarded to the appropriate government authorities. Your tone in email towards me is unwarranted and without merit.

Sylvia

From: Rebecca Cokley
Sent: Thursday, October 31, 2013 11:11 AM
To: Sylvia Jones
Subject: timecards for members

Mrs. Jones,

Prior to the government shutdown, you failed to certify Jeff Rosen's time cards. I am directing you to ensure that time cards for all members from pay periods 19-22 are processed and certified by noon tomorrow (11-1-13). If we are missing timecards for a certain period from members, an email should be sent by tomorrow noon requesting them. Failure to follow this direct order may lead to disciplinary action, up to and including removal from the Federal service. This is a very serious concern and I expect you to follow this direct order.

Rebecca

Sent from my iPad

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:lisa.gilmore@gsa.gov)
To: [Jeff Rosen](#)
Date: 9/26/2013 12:36:28 PM
Subject: Re: Request from NCD Chair

(b) (5)

On Thu, Sep 26, 2013 at 12:32 PM, Jeff Rosen <jrosen@ncd.gov> wrote:
what is her email address? thanks.

From: Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>
Sent: Thursday, September 26, 2013 12:17 PM
To: Jeff Rosen
Cc: Rebecca Cokley; David Allen - WPG-C
Subject: Request from NCD Chair

(b) (5)

—
Lisa Gilmore
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https://docs.google.com/a/gsa.gov/forms/d/1nhjCN6rnQLHds76fKF2MsLyLHchZpKL7e_LIZjNJlr0/viewform

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:lisa.gilmore@gsa.gov)
To: [Rebecca Cokley](mailto:rcokley@ncd.gov)
Date: 9/30/2013 4:16:38 PM
Subject: Re: Fwd:

Can you talk to Jeff about it? ♦He asked me and we can't recommend any specific Company. ♦thanks

On Mon, Sep 30, 2013 at 3:55 PM, Rebecca Cokley <rcokley@ncd.gov> wrote:

FYI myself, the leg director, and gc all have this. ♦

Sent from my iPhone

On Sep 30, 2013, at 3:49 PM, "Lisa Brown-Gilmore - CPWA" <lisa.gilmore@gsa.gov> wrote:

Hi Jeff,

Here is the information on Professional Liability Insurance that you requested last week. ♦It is totally your choice. ♦Also thank you for coming back to the office to handle the Sylvia situation.

https://docs.google.com/a/gsa.gov/forms/d/1nhjCN6rnQLHds76fKF2MsLyLHchZpKL7e_LIZjNJlr0/viewform

♦ ♦ ♦

—

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https://docs.google.com/a/gsa.gov/forms/d/1nhjCN6rnQLHds76fKF2MsLyLHchZpKL7e_LIZjNJlr0/viewform

<OAD 9820-1-Professional Liability Insurance.docx>

—
Lisa Gilmore
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https://docs.google.com/a/gsa.gov/forms/d/1nhjCN6rnQLHds76fKF2MsLyLHchZpKL7e_LIZjNJlr0/viewform

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:lisa.gilmore@gsa.gov)
To: [Rebecca Cokley](mailto:rcokley@ncd.gov)
Date: 12/18/2013 3:30:34 PM
Subject: Re: Final Jones Decision
Attachments: Jones_14 Days suspension_12.18.13_lg.docx

On Wed, Dec 18, 2013 at 2:21 PM, Rebecca Cokley <rcokley@ncd.gov> wrote:
Not attached.

Rebecca Cokley
Executive Director
National Council on Disability
1331 F Street NW, Suite 850
Washington, DC 20004
[202-272-2124](tel:202-272-2124) Voice
[202-272-2074](tel:202-272-2074) TTY
[202-272-2022](tel:202-272-2022) Fax
Rcokley@ncd.gov
Website: <http://www.ncd.gov>

From: Lisa Brown-Gilmore - CPWA [mailto:lisa.gilmore@gsa.gov]
Sent: Wednesday, December 18, 2013 2:18 PM
To: Rebecca Cokley
Subject: Final Jones Decision



Rebecca,

(b) (5)



Lisa Gilmore
Human Resources Specialist (Employee Relations)

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:lisa.gilmore@gsa.gov)
To: Rebecca Cokley
Date: 12/12/2013 12:37:48 PM
Subject: Re: FW: SF-52s

(b) (5). I have a file going. You can send them directly to Maurice. She will have a proposal by the time she returns from her suspension

On Thu, Dec 12, 2013 at 11:21 AM, Rebecca Cokley <rcokley@ncd.gov> wrote:



Rebecca Cokley

Executive Director

National Council on Disability

1331 F Street NW, Suite 850

Washington, DC 20004

[202-272-2124](tel:202-272-2124) Voice

[202-272-2074](tel:202-272-2074) TTY

[202-272-2022](tel:202-272-2022) Fax

Rcokley@ncd.gov

Website: <http://www.ncd.gov>



From: Sylvia Jones

Sent: Thursday, December 12, 2013 11:20 AM

To: Rebecca Cokley

Cc: Sylvia Jones

Subject: FW: SF-52s



Rebecca,

These awards must be processed by GSA and due to my concerns over the improper administering of the performance appraisal system and the unfair awarding of performance awards to the Caucasian physically disabled staff only, I do not feel comfortable being involved in the process.

The GSA point of contact is Maurice Hubbard. It is also noted for the record that you did not submit paperwork to me on Anne Sommers.

Sylvia

From: Rebecca Cokley
Sent: Thursday, December 12, 2013 10:59 AM
To: Sylvia Jones
Subject: SF-52s



Mrs. Jones,



Sending back for processing. Thank you.



Rebecca Cokley
Executive Director
National Council on Disability
1331 F Street NW, Suite 850
Washington, DC 20004

[202-272-2124](tel:202-272-2124) Voice

[202-272-2074](tel:202-272-2074) TTY

[202-272-2022](tel:202-272-2022) Fax

Rcokley@ncd.gov

Website: <http://www.ncd.gov>



No virus found in this message.

Checked by AVG - www.avg.com

Version: 2012.0.2242 / Virus Database: 3658/6413 - Release Date: 12/12/13

--

Lisa Gilmore
Human Resources Specialist (Employee Relations)
Washington Area Operations Center
Employee Relations Branch-CPWA
301 7th Street, S.W., Room 1022
Washington, DC 20407

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:lisa.gilmore@gsa.gov)
To: [Rebecca Cokley](mailto:Rebecca.Cokley)
Date: 12/30/2013 12:10:58 PM
Subject: Fwd: NCD: Outstanding Furlough Pay

Rebecca,

Please call me when you return. ♦ Thanks

----- Forwarded message -----

From: Maurice Hubbard - CPW <maurice.hubbard@gsa.gov>
Date: Fri, Dec 27, 2013 at 10:10 AM
Subject: Fwd: NCD: Outstanding Furlough Pay
To: Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>

(b) (5)

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----- Forwarded message -----

From: Maurice Hubbard - CPW <maurice.hubbard@gsa.gov>
Date: Fri, Dec 27, 2013 at 10:00 AM
Subject: NCD: Outstanding Furlough Pay
To: Lesly Wilson - LG <lesly.wilson@gsa.gov>, John Peters - LG <john.h.peters@gsa.gov>

(b) (5)

(b) (5)

----- Forwarded message -----

From: Sylvia Jones <sjones@ncd.gov>

Date: Thu, Dec 19, 2013 at 7:42 AM

Subject: FW: (b) (6) Furlough Pay (5th Request)

To: "Maurice Hubbard (WPGA)" <maurice.hubbard@gsa.gov>

Cc: Rebecca Cokley <rcokley@ncd.gov>, Sylvia Jones <sjones@ncd.gov>

Maurice - for your files.

Sylvia

From: Rebecca Cokley

Sent: Thursday, November 21, 2013 11:31 AM

To: Sylvia Jones

Subject: RE: (b) (6) Furlough Pay (5th Request)

Mrs. Jones,

We will not be providing furlough pay for (b) (6)

Thank you.

Rebecca

From: Sylvia Jones
Sent: Thursday, November 21, 2013 9:24 AM
To: Rebecca Cokley
Cc: Sylvia Jones
Subject: RE: (b) (6) Furlough Pay (5th Reqeust)

Rebecca,

This is my 5th request for a response concerning (b) (6) furlough pay. You responded promptly to Julie's inquiry however (b) (6) issue has been lingering since Nov 1.

An immediate response is requested in this matter, if not the issue will be escalated.

Sylvia

From: Sylvia Jones
Sent: Tuesday, November 19, 2013 11:20 AM
To: Rebecca Cokley
Subject: RE: (b) (6) Furlough Pay

Rebecca,

We are approaching 20 days and I have not received an answer from you concerning furlough pay for Ms. (b) (6). Please advise...

Sylvia

From: Rebecca Cokley
Sent: Friday, November 15, 2013 12:48 PM
To: Sylvia Jones
Subject: RE: (b) (6) Furlough Pay

Great, thank you.

From: Sylvia Jones
Sent: Friday, November 15, 2013 12:44 PM
To: Rebecca Cokley
Cc: Sylvia Jones
Subject: RE: (b) (6) Furlough Pay

Rebecca,

Stacey spoke with Steve Malick regarding the matter. Steve can be reached at [816-926-5068](tel:816-926-5068).

Sylvia

From: Rebecca Cokley
Sent: Friday, November 15, 2013 12:11 PM
To: Sylvia Jones
Subject: RE: (b) (6) Furlough Pay

Mrs. Jones,

Please inform me who I need to contact at GSA payroll.

Thank you.

Rebecca

From: Sylvia Jones
Sent: Thursday, November 14, 2013 8:55 AM
To: Rebecca Cokley
Cc: Sylvia Jones
Subject: FW: (b) (6) Furlough Pay

Rebecca,

On October 31, 2013 I sent you an email requesting furlough back pay for (b) (6). On November 1, 2013 at 10:45 a.m. you responded that "I will look into this and get back to you next week."

It has been approximately 13 days and I have not heard back from you on this matter. Please advise...

Sylvia

From: Rebecca Cokley
Sent: Friday, November 01, 2013 10:45 AM
To: Sylvia Jones

Cc: Stacey Brown

Subject: RE: (b) (6) Furlough Pay

Ms. Jones,

I will look into this and get back to you next week.

Rebecca

From: Sylvia Jones

Sent: Thursday, October 31, 2013 3:52 PM

To: Rebecca Cokley

Cc: Sylvia Jones; Stacey Brown

Subject: (b) (6) Furlough Pay

Rebecca,

(b) (6) did not receive back pay for days furloughed due to her not having a full-time base schedule in ETAMS from October 2-16. If the government had not shut down, (b) (6) would have been at work and paid for 80 hours.

Stacey followed up with GSA payroll and was advised that (b) (6) can receive furlough pay if approved by the agency. As (b) (6) supervisor I think it's the right thing to do and recommend that she be paid for 80 hours from October 2-16.

Please advise...

Sylvia

No virus found in this message.

Checked by AVG - www.avg.com

Version: 2012.0.2242 / Virus Database: 3222/6335 - Release Date: 11/14/13

No virus found in this message.

Checked by AVG - www.avg.com

Version: 2012.0.2242 / Virus Database: 3222/6337 - Release Date: 11/14/13

No virus found in this message.

Checked by AVG - www.avg.com

Version: 2012.0.2242 / Virus Database: 3629/6351 - Release Date: 11/20/13

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:lisa.gilmore@gsa.gov)
To: Rebecca Cokley
Date: 10/18/2013 12:58:00 PM
Subject: Re: GTRC : NCD: 12274 : Title: EFFECTIVE COMMUNICATIONS FOR PEOPLE WITH DISABILITIES:

Now that Sylvia is no longer performing this function, there has to be someone doing it in the interim.

◆ Rebecca I will call you after I get off the phone.

On Fri, Oct 18, 2013 at 12:36 PM, Rebecca Cokley <rcokley@ncd.gov> wrote:

Lisa (and Jeff)

See the below note from Sylvia. So are we to expect none of our contractors to be getting paid until I get back in the office full time and can hire a financial analyst? This is unacceptable.

Rebecca

Sent from my iPad

Begin forwarded message:

From: Robyn Powell <RPowell@ncd.gov>
Date: October 18, 2013, 11:02:33 AM EDT
To: Sylvia Jones <sjones@ncd.gov>, Rebecca Cokley <rcokley@ncd.gov>
Subject: RE: GTRC : NCD: 12274 : Title: ◆ EFFECTIVE COMMUNICATIONS FOR PEOPLE WITH DISABILITIES:

Thank you Sylvia. ◆ The contractor originally submitted the invoice on September 5, 2013 and I approved and sent back to you on September 11, 2013.

◆

Thanks for looking into this!

Robyn

◆

From: Sylvia Jones
Sent: Friday, October 18, 2013 10:46 AM
To: Robyn Powell; Rebecca Cokley
Cc: Sylvia Jones
Subject: RE: GTRC : NCD: 12274 : Title: EFFECTIVE COMMUNICATIONS FOR PEOPLE WITH DISABILITIES:

◆

Robyn,

As you know, the financial analyst is responsible for payment of invoices and per Jeff on 9/27 the position was realigned under Rebecca supervisory purview. I'm teleworking today but as a courtesy I will check the files on Monday.

Also, I request that you tone down your emails to me and extend to me the same courtesy and respect that I have always given to you.

Thank you,

Sylvia

From: Robyn Powell
Sent: Friday, October 18, 2013 10:34 AM
To: Sylvia Jones; Rebecca Cokley
Subject: FW: GTRC : NCD: 12274 : Title: EFFECTIVE COMMUNICATIONS FOR PEOPLE WITH DISABILITIES:



Sylvia,



What is the status of this payment? ♦ Georgia Tech has made multiple inquiries.



Robyn



From: Rodriguez, Henry [<mailto:Henry.Rodriguez@gtrc.gatech.edu>]
Sent: Wednesday, October 02, 2013 3:21 PM
To: Sylvia Jones
Cc: Williams, Royanne; White, James D; Robyn Powell
Subject: RE: GTRC : NCD: 12274 : Title: EFFECTIVE COMMUNICATIONS FOR PEOPLE WITH DISABILITIES:
Importance: High



I am inquiring about payment status for attached invoice ? ♦



NCD: 12274 :

Title: ♦ EFFECTIVE COMMUNICATIONS FOR PEOPLE WITH DISABILITIES:

Invoice # 484302

Billing period : 04/29/13

Fixed Price agreement

Amount : \$15,000.00



Draft reports have been submitted Final Report with NCD Revisions.



Thanks Kindly,

Henry Rodriguez

Accountant III/ Collections

Georgia Tech Research Corp

505 10th Street NW

Atlanta, GA. 30332

Office # [404-385-0449](tel:404-385-0449)

FX : 404-404-385-2078

Cell # [404-](tel:404-385-2078) 

henry.rodriquez@gtrc.gatech.edu



From: Robyn Powell [<mailto:RPowell@ncd.gov>]

Sent: Thursday, September 26, 2013 11:28 AM

To: Rodriguez, Henry; Williams, Royanne

Cc: Sylvia Jones

Subject: RE: GTRC : NCD: 12274 : Title: EFFECTIVE COMMUNICATIONS FOR PEOPLE WITH DISABILITIES:



Sylvia,



Please let GA Tech know of status.



Thanks,

Robyn



From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:lisa.gilmore@gsa.gov)
To: [Rebecca Cokley](#)
Date: 11/20/2013 10:58:00 AM
Subject: Re: Oral Reply

Rebecca,
Can you resend Jeff's memo extending Sylvia's response period? ♦I can't find it. ♦Thanks

On Mon, Nov 18, 2013 at 2:51 PM, Rebecca Cokley <rcokley@ncd.gov> wrote:
No we haven't received a request yet.

Rebecca

Sent from my iPad

On Nov 18, 2013, at 2:33 PM, "Lisa Brown-Gilmore - CPWA" <lisa.gilmore@gsa.gov> wrote:

Rebecca,

Do you know if Sylvia has requested an oral reply yet?

--

Lisa Gilmore
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https://docs.google.com/a/gsa.gov/forms/d/1nhjCN6mQLHds76fKF2MsLyLHchZpKL7e_LIZjNJlr0/viewform

--

Lisa Gilmore
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https://docs.google.com/a/gsa.gov/forms/d/1nhjCN6mQLHds76fKF2MsLyLHchZpKL7e_LIZjNJlr0/viewform

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:lisa.gilmore@gsa.gov)
To: [Rebecca Cokley](mailto:Rebecca.Cokley@ncd.gov)
Date: 12/16/2013 8:50:06 AM
Subject: Re: NCD Financial Systems Walkthrough

(b) (5)

On Mon, Dec 16, 2013 at 7:18 AM, Rebecca Cokley <rcokley@ncd.gov> wrote:

Wow. Thoughts?

Sent from my iPhone

Begin forwarded message:

From: Sylvia Jones <sjones@ncd.gov>
Date: December 16, 2013 at 6:56:28 AM EST
To: Victor Ahuchogu <Victor.Ahuchogu@RegisCPA.com>
Cc: Rebecca Cokley <rcokley@ncd.gov>, Claude Etinoff <Claude.Etinoff@RegisCPA.com>, Peter Regis <Peter.Regis@RegisCPA.com>, Sylvia Jones <sjones@ncd.gov>, Thomas Clark - CB <thomas.clark@gsa.gov>
Subject: RE: NCD Financial Systems Walkthrough

Good Morning Victor,

The Executive Director, Rebecca Cokley manage and supervise the NCD Financial System and is the audit point of contact, therefore the proper meeting request should have been submitted to her. During our conversation on Friday, December 13 I inquired if you had sent a request to Rebecca Cokley and you stated "no, but admitted that you had met with two staff members; a part-time contractor serving as financial analyst who has been with the agency less than 30-days and Chris Michels." You were unable to obtain information from these individuals therefore per your statement the "Council stated I was no longer off limits."

Please note that Chris Michels is not an NCD staff member and has not been under a service contract since September 30, 2013. However, he is the developer and expert of the NCD Financial Database. Based on my conversation with you and Claude, it appears that Mr. Michels may have provided misleading information to you which I assume is the reason you reached out to me for assistance. Had Mr. Michels provided you the assistance you requested, as the Director of Administration I would not have been made aware of another private meeting with Auditor's. It is noted for the record that Auditor's took time to meet with non-essential personnel and continue to exclude me as the Director of Administration which is troubling.

On December 2, 2013 I was made aware that NCD management and Auditors had a private meeting on November 20 and excluded me as the Director of Administration and during this meeting, Auditor's were advised to cease contact with me. However, per our conversation on Friday, I was advised that "NCD Council now states that I am no longer off limits" which is very suspect.

I have been excluded from key audit meetings discussing internal control issues and without notice I was removed as the audit point of contact with auditor's being told to cease contact with me. In addition, critical information regarding the audit has been intentionally withheld from me due to my protected disclosures as a whistleblower.

The audit is supposed to be direct, above board and controlled by Auditor's. Agency officials should have no authority to dictate the process which frustrates the integrity of the audit.

Please be advised that due to the nature of this audit, I reported irregularities and deficiencies in this process to GAO Fraudnet. Therefore due to the lack of integrity, transparency, the agency's ability to control and dictate the audit process, and my protected disclosures I am unable to meet with you.

Claude - I still have not received the minutes from the November 20 meeting you stated you would send on Friday.

Thank you,

Sylvia

From: Victor Ahuchogu <Victor.Ahuchogu@RegisCPA.com>

Sent: Friday, December 13, 2013 3:38 PM

To: Sylvia Jones

Cc: Rebecca Cokley; Claude Etinoff; Peter Regis

Subject: NCD Financial Systems Walkthrough

Hello Sylvia,

We are conducting a process walkthrough of NCD's Internal Controls and Financial Systems, pursuant to the FY 2013 Financial Statements audit. Please confirm if you will be available to meet with us on Monday, December 16, 2013, at 11:00AM at NCD's headquarters office.

Thank you,

Victor Ahuchogu, CPA

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](#)
To: [Rebecca Cokley](#)
Date: 12/16/2013 12:25:08 PM
Subject: Re: Inquiry...

(b) (5)

Sent from my iPhone

On Dec 16, 2013, at 11:21 AM, Rebecca Cokley <rcokley@ncd.gov> wrote:

> Lisa

>

> (speechless)

>

> Becca

>

> _____

> From: Sylvia Jones

> Sent: Monday, December 16, 2013 11:18 AM

> To: Rebecca Cokley

> Cc: Robyn Powell; Sylvia Jones

> Subject: RE: Inquiry...

>

> Rebecca,

>

> It appears that you have misinterpreted the law in order to excuse Robyn Powell's conduct. Therefore please be advise that I will be filing an official complaint with the Attorney General's Office and the Bar Association for attorney misconduct. This also applies to any agency attorney who facilitated Robyn Powell's actions against me.

>

> The Office of the Attorney General and the Bar Association will determine if Robyn Powell violated the law and committed attorney misconduct.

>

>

> Sylvia

>

> _____

> From: Rebecca Cokley

> Sent: Monday, December 16, 2013 10:38 AM

> To: Sylvia Jones

> Cc: Robyn Powell

> Subject: RE: Inquiry...

>

> Mrs. Jones,

>

> You don't have to be barred in DC to practice here. 5 USC 500(b) states the rule. You just have to be in good standing in a state to work for the Federal Government as an attorney.

>

> Rebecca

>

> From: Sylvia Jones

> Sent: Wednesday, December 11, 2013 5:46 PM

> To: Rebecca Cokley

> Cc: Robyn Powell; Sylvia Jones

> Subject: RE: Inquiry...

>

> Rebecca,

>

> You state that "per OPM rules as a federal attorney, an individual needs need to be an active member of a state bar and it is not required to be the District of Columbia." However you did not provide the legal citation, regulation, policy number and/or authority to support your statement.

>

> Will you please forward me this information? Your statement also conflicts with the Bar Association regarding Robyn Powell.

>

> Also, Robyn Powell's official position in the agency does not serve in the capacity of a Federal Attorney providing legal representation, nor do I believe that Robyn Powell possess the knowledge, skills and abilities of an employment attorney. Her position is strictly a policy position. The agency pays GSA to provide legal representation.

>

> It is my firm belief that Robyn Powell is misusing her position and is violation my rights. Please forward me the information requested (i.e. legal citation, regulation, policy number and/or authority to support your statement).

>

>

> Sylvia

>

>

>

> From: Rebecca Cokley

> Sent: Wednesday, December 11, 2013 5:03 PM

> To: Sylvia Jones

> Cc: Robyn Powell

> Subject: RE: Inquiry...

>

> Mrs. Jones,

>

> Per OPM rules as a federal attorney, an individual needs need to be an active member of a state bar and it is not required to be the District of Columbia.

>

> Rebecca Cokley

> Executive Director

> National Council on Disability

> 1331 F Street NW, Suite 850

> Washington, DC 20004

> 202-272-2124 Voice

> 202-272-2074 TTY

> 202-272-2022 Fax
> Rcokley@ncd.gov<mailto:Rcokley@ncd.gov>
> Website: <http://www.ncd.gov><<http://www.ncd.gov>>
>

> From: Sylvia Jones
> Sent: Monday, December 09, 2013 4:51 PM
> To: Rebecca Cokley
> Cc: Sylvia Jones; Robyn Powell
> Subject: Inquiry...

>
>
> Rebecca,

>
>
>
> Robyn Powell has been acting in the capacity of an employment attorney for NCD. However during my public record search as a private citizen (and not in the capacity of an NCD employee) with the Bar Association I learned that Robyn Powell is not licensed to practice law in DC and since she has been involved in sensitive, private and personal matters relating to me, I would like to know under what authority have she been doing so. Please advise..

>
>
>
>
>
>
> Sylvia

>
> _____
> No virus found in this message.
> Checked by AVG - www.avg.com<<http://www.avg.com>>
> Version: 2012.0.2242 / Virus Database: 3658/6410 - Release Date: 12/11/13

>
> -----
> No virus found in this message.
> Checked by AVG - www.avg.com
> Version: 2012.0.2242 / Virus Database: 3658/6410 - Release Date: 12/11/13

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:lisa.gilmore@gsa.gov)
To: [Jeff Rosen](mailto:jrosen@ncd.gov)
Date: 9/30/2013 1:21:04 PM
Subject: Re: Sylvia's Husband

Jeff,

(b) (5)

On Mon, Sep 30, 2013 at 1:15 PM, Jeff Rosen <jrosen@ncd.gov> wrote:

Awaiting Lisas counsel here.

-Jeff

From: Rebecca Cokley
Sent: Monday, September 30, 2013 1:10 PM
To: Jeff Rosen
Cc: Lisa Brown-Gilmore - CPWA; David Allen
Subject: Re: Sylvia's Husband

Just got a call from staff...they're seriously getting shook up by everything. Ms. Jones has gone into the offices of both Nick and Anne and accused them of calling me to let me know about her husband being there and is apparently loudly talking about hostile environment, the fact that she's being treated disparately, etc....

RC

Sent from my iPad

On Sep 30, 2013, at 1:07 PM, "Jeff Rosen" <jrosen@ncd.gov> wrote:

Thanks for the follow up Rebecca.

Lisa, I am concerned that a visit to NCD office will escalate things out of control on their end. My wife will think me a fool but Im not so concerned about my personal safety as I am about provoking a hostile response.

In my view, any damage has already been done in the several hours this morning. No staff person is feeling concerned about their physical safety. For the purposes of administrative discipline, its established that Sylvia defied direction by her superior today.

I would like us to consider whether I should continue to go to the office or that we should handle this through administrative channels. Something off is going on there and I'm wary about setting foot and getting caught up in whatever they got going on. I think we should consider approaching this another way.

As for her husband, we can call Federal protection service and ask that he leave the premises.

-Jeff

From: Rebecca Cokley
Sent: Monday, September 30, 2013 12:30 PM
To: Jeff Rosen
Cc: Lisa Brown-Gilmore - CPWA; David Allen
Subject: Re: Sylvia's Husband

Jeff

to recap: I spoke with Sylvia at 12:15 and after putting me on speakerphone she confirmed that the individual in her office was her husband, and she refused repeatedly to tell me what she was working on, citing that I was on leave and not in a position to ask her. I asked her to call me back after she goes on lunch with her husband and she repeatedly refused, telling me that she didn't need to call me back because I was on leave.

[1-877-437-7411](tel:1-877-437-7411) is the number for the Federal Protective Service

RC

Sent from my iPad

On Sep 30, 2013, at 12:24 PM, "Jeff Rosen" <jrosen@ncd.gov> wrote:

I checked with some interpreters and no one is available this afternoon.

I'm continuing to look around. Please keep me posted about any developments in the meantime.

From: Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>
Sent: Monday, September 30, 2013 12:15 PM
To: Jeff Rosen
Cc: Rebecca Cokley; David Allen
Subject: Re: Sylvia's Husband

Jeff and Rebecca.

(b) (5)

On Mon, Sep 30, 2013 at 12:01 PM, Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov> wrote:

(b) (5)

On Mon, Sep 30, 2013 at 11:56 AM, Jeff Rosen <jrosen@ncd.gov> wrote:

(b) (5)

Thanks.

-Jeff

From: Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>
Sent: Monday, September 30, 2013 11:53 AM
To: Rebecca Cokley
Cc: David Allen; Jeff Rosen
Subject: Re: Sylvia's Husband

Jeff,

(b) (5)

On Mon, Sep 30, 2013 at 11:34 AM, Rebecca Cokley <rcokley@ncd.gov> wrote:
Lisa

I've been contacted by 3 staff about this today. What can we do?

RC

Sent from my iPhone

Begin forwarded message:

From: Robyn Powell <RPowell@ncd.gov>
Date: September 30, 2013 at 11:23:13 AM EDT

To: Jeff Rosen <jrosen@ncd.gov>, Rebecca Cokley <rcokley@ncd.gov>
Subject: Sylvia's Husband

Hi Jeff and Rebecca,

Staff have informed me that a man (assumedly Sylvia's husband) has been in Sylvia's office for several hours with her and that they have overheard what sounds like papers being ripped. I wanted to let you know, as this seems inappropriate.

Thanks,

Robyn

--

Lisa Gilmore
Human Resources Specialist (Employee Relations)
Washington Area Operations Center
Employee Relations Branch-CPWA
301 7th Street, S.W., Room 1022
Washington, DC 20407
202-205-4929 Desk
202-(b) (5) Mobile Phone
[202-708-5377](tel:202-708-5377) fax



https://docs.google.com/a/gsa.gov/forms/d/1nhjCN6rnQLHds76fKF2MsLyLHchZpKL7e_LIZjNJlr0/viewform

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Lisa Gilmore
Human Resources Specialist (Employee Relations)
Washington Area Operations Center
Employee Relations Branch-CPWA
301 7th Street, S.W., Room 1022
Washington, DC 20407
202-205-4929 Desk

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:lisa.gilmore@gsa.gov)
To: [Jeff Rosen](#)
Date: 9/23/2013 11:14:20 AM
Subject: Financial Analyst Position

(b) (5)

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:Lisa.Brown-Gilmore-CPWA@gsa.gov)
To: [Rebecca Cokley](mailto:Rebecca.Cokley)
Date: 11/13/2013 8:38:12 AM
Subject: Re: FW: travel arrangements for the Council

ok let me know when we can discuss. ♦The morning is great for me. ♦I have a 10:30 meeting then out of the office beginning at noon.

On Wed, Nov 13, 2013 at 6:50 AM, Rebecca Cokley <rcokley@ncd.gov> wrote:

sending you this in the context of another situation we've run into. I'll follow up with an additional forward and then could use your guidance.

From: Sylvia Jones
Sent: Wednesday, October 30, 2013 8:35 AM
To: Rebecca Cokley
Cc: Sylvia Jones
Subject: RE: travel arrangements for the Council

Rebecca,

As you are aware the Administrative Specialist, GS-09 position is responsible for coordinating, arranging and scheduling travel requests, reserve airline flights, hotel and car rental for staff and members. ♦Per you and Jeff's recommendation to the EC this position was realigned under you for supervision which makes you responsible.

As a courtesy to the board, I will take care of this arrangement to include Chester and John's hotel but will not be able to take on additional requests as it is an internal control violation (segregation of duties) and is burdensome to me performing my assigned duties.

Please forward me a list of attendees for this meeting. It's up to you as to when members can start making flight arrangements.

Sylvia

From: Rebecca Cokley
Sent: Wednesday, October 30, 2013 8:06 AM
To: Sylvia Jones
Subject: travel arrangements for the Council

Mrs. Jones

The Council meeting in Kansas has been rescheduled for December 4-5. Travel dates should be the 3rd and the 6th. Some members will be leaving on the 5th, others will be staying for the CMS forum we're hosting on the afternoon of the 5th, and will necessitate flying out on the 6th. Please reach out to the hotel and let me know once members are able to start making flight arrangements.

Thank you.

Rebecca

Sent from my iPad

--
Lisa Gilmore
Human Resources Specialist (Employee Relations)
Washington Area Operations Center
Employee Relations Branch-CPWA
301 7th Street, S.W., Room 1022
Washington, DC 20407
202-205-4929 ♦Desk
202-(b) (5) ♦Mobile Phone
202-708-5377 fax



https://docs.google.com/a/gsa.gov/forms/d/1nhjCN6rnQLHds76fKF2MsLyLHchZpKL7e_LIZjNjlr0/viewform

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:lisa.gilmore@gsa.gov)
To: Rebecca Cokley
Date: 10/21/2013 8:29:02 AM
Subject: Re: following up

Rebecca - please call me to discuss. thanks

(b) (5)

On Fri, Oct 18, 2013 at 7:16 PM, Rebecca Cokley <rcokley@ncd.gov> wrote:

Sent from my iPad

Begin forwarded message:

From: Sylvia Jones <sjones@ncd.gov>
Date: October 18, 2013, 3:17:10 PM EDT
To: Rebecca Cokley <rcokley@ncd.gov>
Cc: Sylvia Jones <sjones@ncd.gov>
Subject: RE: following up

Rebecca,

Thank you for your reply. However you did not address all issues that you originally raised in email that I provided response to, nor did you address your intended action to further strip me of my supervisory functions, which I request that you to clarify in writing as your response is not clear. ♦ The response also indicates that you maybe confused over the process. ♦ Therefore for clarification purposes please note that I do not have the authority to terminate Nick from Global Networkers. ♦ However as overseer and monitor of the contract performance I do have the authority to request a replacement from the contractor, which I did in this case due to performance for the last 60 days of the contract. ♦ Replacement with a more knowledgeable and innovative IT consultant to 1) improve current IT operations, 2) to complete longstanding/outstanding IT projects, ♦ and 3) to enhance the efficiency of information technology needs. ♦ An expert replacement was identified and was ready to begin work without a break in IT support to the agency.

It's very troubling to me that you and Jeff unlawfully removed my supervisory authority and positions for which I supervise allegedly to "enhance the efficiency of the financial management" when performance issues did not exist; and as a Director I am prohibited from replacing a contractor with performance issues with a more competent contractor due to personal reasons, race, and retaliation and not for the best interest of the agency. ♦ Its also alarming to me that you do not want a more competent and experience contractor with required credentials (that Nick does not possess) to support the agency. ♦ It's more alarming

that a contractor who was not your direct report had direct access to you (which I do not have as a director) while you were out of the office and on personal time which undermines my authority. ♦

On a different note: I am still awaiting your leave forms. I also need your work schedule (hours of work).

Sylvia

From: Rebecca Cokley
Sent: Friday, October 18, 2013 2:08 PM
To: Sylvia Jones
Subject: RE: following up

Ms. Jones,

Thank you for your response, I stand by my position that at this time (b) (6) will not be terminated. ♦ I expect to receive Stacey's rating on Oct 21, 2013.

Rebecca

From: Sylvia Jones
Sent: Friday, October 18, 2013 9:06 AM
To: Rebecca Cokley
Cc: Sylvia Jones
Subject: RE: following up

Good Morning Rebecca,

I hope this email finds you well.

Your email appears to be more discrimination and retaliation. ♦ It also appears that the white employees are not held to the same standards as the black employees as they are continuously allowed to commit punishable acts of misconduct, violate federal laws and regulations (that you are aware of) and are not required to perform their duties at an acceptable level of performance.

You and everyone else are fully aware of the performance issues with Nick as they have been ongoing for a long time, even prior to your arrival. ♦ Furthermore you do not have the qualifications and training to monitor and oversee contract performance. ♦ Nick's contract expires in two months and I was fully in compliance with Federal regulation to request a replacement for Nick and I would like this carried out as I directed for the best interest of agency and performance of my job duties. ♦ Your reasoning for keeping Nick is strictly personal and not in the best interest of the agency. ♦ Furthermore, the ED does not manage contractors. ♦ Per my position of record "incumbent supervise contract personnel." ♦ You are attempting to strip me of more duties and supervisory functions without cause and I would like to know if you will stripping the supervisory authority of my white peers. ♦ You have clearly

demonstrated that you have a personal issue with me and it is affecting the moral of the office, the agency's mission's and managements judgment to make informed decisions on work. This is another act of retaliation.

Per 5 USC 7106 as a manager I have rights and per the regulation "nothing shall affect the authority of any management official of any agency." ♦ Specifically, I have the right to:

- a) to hire, assign, direct, layoff, and retain employees in the agency, ♦ to recommend suspension, removal, reduce in grade or pay, or take other disciplinary action against such employees;
- b) to assign work, to make determinations with respect to contracting out, and to determine the personnel by which agency operations shall be conducted;
- c) with respect to filling positions, to make selections for appointments from among properly ranked and certified candidates for promotion; or any other appropriate source; to take whatever actions may be necessary to carry out the agency mission during emergencies.

Therefore, I made a decision to replace Nick and I would like to move forward with the decision as it was a "good faith decision with merit decision and in the best interest of the agency."

Regarding Stacey performance rating: ♦ as you are fully aware, my workload was severely impeded with the budget workload of the ED and Financial Analyst which made it impossible for me to close out Stacey's plan. ♦ Per regulation, the performance period ends on Sept. 30...which entitled the employee to perform on the plan through Sept. 30. ♦ In order for me to properly close out a performance plan will require discussion with the employee and provide him the opportunity to provide a self assessment statement or comment on each element. ♦ I will be working on the plan today and will schedule and meeting with Stacy on Monday and will provide his plan to you by the close of business Monday, Oct 21.

In closing, I have requested you to be more civil with me in email with your tone as you are with other directors. ♦ I have even elevated the issue to the chair and no action has been taken as you continue to talk down to me in a disrespectful manner. ♦ I ask you again to extend to me the same respect that I'm required to give to you.

If you persist and obstruct me from replacing Nick, the issue to include IT security violations will be reported to the proper authorities.

Sylvia

From: Rebecca Cokley
Sent: Thursday, October 17, 2013 7:39 PM
To: Sylvia Jones
Subject: following up

Ms. Jones

Prior to the government furlough, you directed NCD's subcontractor to terminate our (b) (6) [REDACTED]. You did not provide any reason to me as to why you made this decision. Furthermore, I am not aware of any performance issue that (b) (6) [REDACTED] has. At this time, NCD will not be firing (b) (6) [REDACTED]. Effective immediately, (b) (6) [REDACTED] will report directly to me. Please provide (b) (6) [REDACTED] with the key to the server cabinet at the start of business tomorrow.

I instructed you to send me draft performance ratings for you and Stacey by September 19th. You stated in an email to me that you would send the draft performance rating for Stacey on September 20 before close of business. To date, I have not received any of the requested information from you. Please send me your draft by close of business tomorrow so that I can review and finalize the process. If you have questions feel free to contact me.

Thank you.

Rebecca Cokley

--

Lisa Gilmore
Human Resources Specialist (Employee Relations)
Washington Area Operations Center
Employee Relations Branch-CPWA
301 7th Street, S.W., Room 1022
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202-708-5377 fax



https://docs.google.com/a/gsa.gov/forms/d/1nhjCN6rnQLHds76fKF2MsLyLHchZpKL7e_LIZjNJlr0/viewform

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:lisa.gilmore@gsa.gov)
To: Rebecca Cokley
Date: 11/19/2013 3:16:30 PM
Subject: Re: FW: Julie's Leave

I;m on a conference call now. ♦ I will call you to discuss.

On Tue, Nov 19, 2013 at 1:47 PM, Rebecca Cokley <rcokley@ncd.gov> wrote:

So yesterday Julie submitted all of her leave slips for her guide dog training and the time she s been on FMLA. I m concerned with Sylvia s not feeling comfortable processing comment. Thoughts?

Rebecca Cokley

Executive Director

National Council on Disability

1331 F Street NW, Suite 850

Washington, DC 20004

[202-272-2124](tel:202-272-2124) Voice

[202-272-2074](tel:202-272-2074) TTY

[202-272-2022](tel:202-272-2022) Fax

Rcokley@ncd.gov

Website: <http://www.ncd.gov>

From: Sylvia Jones
Sent: Tuesday, November 19, 2013 9:58 AM
To: Rebecca Cokley
Cc: Sylvia Jones
Subject: Julie's Leave



Rebecca,

I thoroughly reviewed all leave docs provided for Julie and prior email correspondence and there are many discrepancies with the late leave submissions and I do not feel comfortable processing.

However, I did speak with GSA KC Payroll and the timecard for this pay period will be keyed as LWOP pending resolution.

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:lisa.gilmore@gsa.gov)
To: Rebecca Cokley
Date: 11/4/2013 9:53:52 AM
Subject: Re: Out of the office...

I will call you shortly

Sent from my iPhone

On Nov 4, 2013, at 6:57 AM, Rebecca Cokley <rcokley@ncd.gov> wrote:

FYI.

Sent from my iPhone

Begin forwarded message:

From: Sylvia Jones <sjones@ncd.gov>
Date: November 4, 2013 at 6:52:34 AM EST
To: Rebecca Cokley <rcokley@ncd.gov>
Cc: NCD-Board-Members <NCD-Board-Members@ncd.gov>, Sylvia Jones <sjones@ncd.gov>
Subject: Out of the office...

Rebecca,

Due to documented and intentional workplace bullying, ongoing harassment, stress, slander and continuous discrimination I am forced to take a few days of sick leave as the hostile work environment has affected me medically, flared my disabilities and has caused me severe pain and suffering. Upon my return to work I bring a doctors note.

Please note that I will not be responding to emails. However I will approve timecards that have been entered by Stacey for review and certification.

I have copied the members so that everyone has the accurate reason for my absence...knowing that I'm out on sick leave.

Mrs. Jones

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](#)
To: [Rebecca Cokley](#)
Date: 12/19/2013 9:05:40 AM
Subject: Re: (b) (6) Furlough Pay (5th Request)

Please call me when you get a chance. 💎thanks

On Thu, Dec 19, 2013 at 7:47 AM, Rebecca Cokley <rcokley@ncd.gov> wrote:

Sent from my iPhone

Begin forwarded message:

From: Sylvia Jones <sjones@ncd.gov>
Date: December 19, 2013 at 7:42:40 AM EST
To: "Maurice Hubbard (WPGA)" <maurice.hubbard@gsa.gov>
Cc: Rebecca Cokley <rcokley@ncd.gov>, Sylvia Jones <sjones@ncd.gov>
Subject: FW: (b) (6) Furlough Pay (5th Request)

Maurice - for your files.

Sylvia

From: Rebecca Cokley
Sent: Thursday, November 21, 2013 11:31 AM
To: Sylvia Jones
Subject: RE: (b) (6) Furlough Pay (5th Request)

Mrs. Jones,

We will not be providing furlough pay for (b) (6).

Thank you.

Rebecca

From: Sylvia Jones
Sent: Thursday, November 21, 2013 9:24 AM
To: Rebecca Cokley
Cc: Sylvia Jones
Subject: RE: (b) (6) Furlough Pay (5th Request)

Rebecca,

This is my 5th request for a response concerning (b) (6) furlough pay. You responded promptly to Julie's inquiry however (b) (6) issue has been lingering since Nov 1.

An immediate response is requested in this matter, if not the issue will be escalated.

Sylvia

From: Sylvia Jones
Sent: Tuesday, November 19, 2013 11:20 AM
To: Rebecca Cokley
Subject: RE: (b) (6) Furlough Pay

Rebecca,

We are approaching 20 days and I have not received an answer from you concerning furlough pay for (b) (6). Please advise...

Sylvia

From: Rebecca Cokley
Sent: Friday, November 15, 2013 12:48 PM
To: Sylvia Jones
Subject: RE: (b) (6) Furlough Pay

Great, thank you.

From: Sylvia Jones
Sent: Friday, November 15, 2013 12:44 PM
To: Rebecca Cokley
Cc: Sylvia Jones
Subject: RE: (b) (6) Furlough Pay

Rebecca,

Stacey spoke with Steve Malick regarding the matter. Steve can be reached at [816-926-5068](tel:816-926-5068).

Sylvia

From: Rebecca Cokley
Sent: Friday, November 15, 2013 12:11 PM
To: Sylvia Jones
Subject: RE: (b) (6) Furlough Pay

Mrs. Jones,

Please inform me who I need to contact at GSA payroll.

Thank you.

Rebecca

From: Sylvia Jones
Sent: Thursday, November 14, 2013 8:55 AM
To: Rebecca Cokley
Cc: Sylvia Jones
Subject: FW: (b) (6) Furlough Pay

Rebecca,

On October 31, 2013 I sent you an email requesting furlough back pay for (b) (6). On November 1, 2013 at 10:45 a.m. you responded that "I will look into this and get back to you next week."

It has been approximately 13 days and I have not heard back from you on this matter. Please advise...

Sylvia

From: Rebecca Cokley
Sent: Friday, November 01, 2013 10:45 AM
To: Sylvia Jones
Cc: Stacey Brown
Subject: RE: (b) (6) Furlough Pay

Ms. Jones,

I will look into this and get back to you next week.

Rebecca

From: Sylvia Jones
Sent: Thursday, October 31, 2013 3:52 PM
To: Rebecca Cokley
Cc: Sylvia Jones; Stacey Brown
Subject: (b) (6) Furlough Pay

Rebecca,

(b) (6) did not receive back pay for days furloughed due to her not having a full-time base schedule in ETAMS from October 2-16. If the government had not shut down, (b) (6) would have been at work and paid for 80 hours.

Stacey followed up with GSA payroll and was advised that (b) (6) can receive furlough pay if approved by the agency. As (b) (6) supervisor I think it's the right thing to do and recommend that she be paid for 80 hours from October 2-16.

Please advise...

Sylvia

No virus found in this message.
Checked by AVG - www.avg.com
Version: 2012.0.2242 / Virus Database: 3222/6335 - Release Date: 11/14/13

No virus found in this message.
Checked by AVG - www.avg.com
Version: 2012.0.2242 / Virus Database: 3222/6337 - Release Date: 11/14/13

No virus found in this message.
Checked by AVG - www.avg.com
Version: 2012.0.2242 / Virus Database: 3629/6351 - Release Date: 11/20/13

--

Lisa Gilmore
Human Resources Specialist (Employee Relations)
Washington Area Operations Center
Employee Relations Branch-CPWA

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:lisa.gilmore@gsa.gov)
To: [Rebecca Cokley](mailto:rcokley@ncd.gov)
Date: 10/28/2013 6:56:32 AM
Subject: Re: Automatic reply: The Good Hotel - SF \$160.65 per night

(b) (5)

Sent from my iPhone

On Oct 27, 2013, at 4:04 PM, Rebecca Cokley <rcokley@ncd.gov> wrote:

Lisa

Until today, I was not made aware that Mrs. Jones would be out of the office until Wednesday.

(b) (5)

I did reach out to her today because she made hotel arrangements for a colleague at a hotel that would not work for him (due to accessibility issues). I have asked her to change the reservation. I'm hopeful I will hear from her even though she is out of the office.

Thanks.

Rebecca

Sent from my iPad

Begin forwarded message:

From: Sylvia Jones <sjones@ncd.gov>
Date: October 27, 2013, 4:00:04 PM EDT
To: Rebecca Cokley <rcokley@ncd.gov>
Subject: Automatic reply: The Good Hotel - SF \$160.65 per night

I'm currently out of the office and will return on Wednesday, October 30. I will get back to you upon my return to the office.

Thank you,
Sylvia

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:lisa.gilmore@gsa.gov)
To: [Rebecca Cokley](mailto:Rebecca.Cokley)
Date: 10/18/2013 9:53:02 AM
Subject: Fwd: FW: Financial Data

Rebecca, can you please follow up with Sylvia to make sure that she responds to Gary?

----- Forwarded message -----

From: Jeff Rosen <jrosen@ncd.gov>
Date: Fri, Oct 18, 2013 at 9:32 AM
Subject: FW: Financial Data
To: Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>
Cc: Gary Blumenthal <GBlumenthal@ncd.gov>, Rebecca Cokley <rcokley@ncd.gov>

From: Gary Blumenthal
Sent: Thursday, October 17, 2013 12:56 PM
To: Sylvia Jones
Cc: Jeff Rosen; Rebecca Cokley
Subject: Financial Data

Sylvia,

Welcome back to work. I hope the shutdown did not create significant hardship for you personally or professionally.

In anticipation of an executive committee meeting next week, I have been asked to give a status report on the FY 13 Closeout, Ending Surplus and any information you have on allocation information with regard to FY 14 CR monies.

Please let me know when I can receive this information.

Gary

--

Lisa Gilmore
Human Resources Specialist (Employee Relations)
Washington Area Operations Center
Employee Relations Branch-CPWA
301 7th Street, S.W., Room 1022
Washington, DC 20407
202-205-4929 ♦ Desk
202- (b) (5) Phone
202-708-5377 fax



https://docs.google.com/a/gsa.gov/forms/d/1nhjCN6mQLHds76fKF2MsLyLHchZpKL7e_LIZjNjlr0/viewform

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:lisa.gilmore@gsa.gov)
To: Rebecca Cokley
Date: 12/4/2013 10:02:18 AM
Subject: Re: Staff's most recent performance plans

what is she talking about? ♦ She did not give you anything as requested.

On Tue, Dec 3, 2013 at 5:43 PM, Rebecca Cokley <rcokley@ncd.gov> wrote:

Sent from my iPhone

Begin forwarded message:

From: Sylvia Jones <sjones@ncd.gov>
Date: December 3, 2013 at 5:27:57 PM EST
To: Rebecca Cokley <rcokley@ncd.gov>
Cc: Sylvia Jones <sjones@ncd.gov>
Subject: FW: Staff's most recent performance plans

Rebecca,

After further research into the performance plan issue I realized that I gave you hard copies of all staff performance plans (to include mine) on June 4; and although I was confused over the language you used in your Sept. 9 email and did not provide input to you regarding my 2013 performance, that would not have prevented you from issuing me a rating since you stated "I failed to provide input." ♦ As stated, my reason for not providing input was due to the unclear emails, nonetheless you had a copy of my performance plan and made no mention of the matter as the supervisor after receiving Stacey Brown's plan. ♦

Please let me know the plan for moving forward...

Sylvia

From: Rebecca Cokley
Sent: Thursday, May 30, 2013 3:05 PM
To: Sylvia Meniffee
Subject: RE: Staff's most recent performance plans

Yes that would be ♦ helpful. ♦

The QSI paperwork is part of the reason I am asking to see the performance plans. I need information from them to inform the narratives before I proceed.

Rebecca Cokley

Executive Director
National Council on Disability
1331 F Street NW, Suite 850
Washington, DC 20004
[202-272-2124](tel:202-272-2124) Voice
[202-272-2074](tel:202-272-2074) TTY
[202-272-2022](tel:202-272-2022) Fax
Rcokley@ncd.gov
Website: <http://www.ncd.gov>

-----Original Message-----

From: Sylvia Meniffee
Sent: Thursday, May 30, 2013 2:53 PM
To: Rebecca Cokley
Subject: RE: Staff's most recent performance plans

Sure that works. Would you also like to view the ED plan to get a sense of the 2013 goals, responsibilities, and deliverables for the position also?

On a different note--can you advise me the status of the QSI paperwork?

Thank you,
Sylvia

From: Rebecca Cokley
Sent: Thursday, May 30, 2013 2:18 PM
To: Sylvia Meniffee
Subject: Staff's most recent performance plans

Sylvia

Can we set up a time next Tuesday (maybe 2pm) for me to take a look at all of the staff's most recent performance plans? I want to get up to speed on where everyone's at and have a sense of their goals and what we already have on paper. Thanks.

Rebecca Cokley
Executive Director
National Council on Disability
1331 F Street NW, Suite 850
Washington, DC 20004
[202-272-2124](tel:202-272-2124) Voice
[202-272-2074](tel:202-272-2074) TTY
[202-272-2022](tel:202-272-2022) Fax
Rcokley@ncd.gov<<mailto:Rcokley@ncd.gov>>
Website: <http://www.ncd.gov><<http://www.ncd.gov>>

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:lisa.gilmore@gsa.gov)
To: [Rebecca Cokley](mailto:rcokley@ncd.gov)
Date: 12/3/2013 1:37:36 PM
Subject: Re: FW: FW: Administation and Audit Meeting Minutes

good idea - let's see what Jeff says

On Tue, Dec 3, 2013 at 12:31 PM, Rebecca Cokley <rcokley@ncd.gov> wrote:

The frustrating thing is, she's not doing anything finance related. She's kicking everything to me. I had to step in because the auditors weren't getting what they needed. I just sent Jeff a note to reach out to Jon. I'm not comfortable responding without knowing backstory.

Rebecca Cokley

Executive Director

National Council on Disability

1331 F Street NW, Suite 850

Washington, DC 20004

[202-272-2124](tel:202-272-2124) Voice

[202-272-2074](tel:202-272-2074) TTY

[202-272-2022](tel:202-272-2022) Fax

Rcokley@ncd.gov

Website: <http://www.ncd.gov>

From: Lisa Brown-Gilmore - CPWA [mailto:lisa.gilmore@gsa.gov]
Sent: Tuesday, December 03, 2013 12:29 PM
To: Rebecca Cokley
Subject: Re: FW: FW: Administation and Audit Meeting Minutes



(b) (5)



On Tue, Dec 3, 2013 at 12:19 PM, Rebecca Cokley <rcokley@ncd.gov> wrote:

Help.

Rebecca Cokley

Executive Director

National Council on Disability

1331 F Street NW, Suite 850

Washington, DC 20004

[202-272-2124](tel:202-272-2124) Voice

[202-272-2074](tel:202-272-2074) TTY

[202-272-2022](tel:202-272-2022) Fax

Rcokley@ncd.gov

Website: <http://www.ncd.gov>

From: jonathan.kuniholm@gmail.com [mailto:jonathan.kuniholm@gmail.com] **On Behalf Of** Jonathan Kuniholm

Sent: Tuesday, December 03, 2013 12:09 PM

To: Sylvia Jones; Rebecca Cokley

Cc: Kamilah Martin-Proctor; Pam Holmes; Ari Neeman; Lynnae Ruttledge; Jeff Rosen; Robyn Powell

Subject: Re: FW: Administration and Audit Meeting Minutes



Rebecca

Please clarify what, if any, responsibilities Ms. Jones retains that fall under the oversight of this committee.

Thanks,
Jon

Dear Audit and Finance Committee,

The purpose of this email is to notify you that it was brought to my attention on yesterday that Rebecca Cokley and Jeff Rosen removed me as the point of contact for NCD's 2013 Audit and made a request of the Auditor's to cease contact with me. This information was not communicated to me by the Executive Director or the Audit and Finance Chair.

I was also made aware that on November 20, 2013 NCD management to include the former Audit and Finance Chair Gary Blumenthal met with Auditors and excluded me from the meeting as the Director of Administration despite my position playing a key role in the audit process.

It is my belief that both acts were intentional acts of retaliation to influence the outcome of the audit due to protected disclosures that I've made to government officials under the Whistleblower Protection Enhancement Act of 2012. This email is also a note for the record to document that I have informed the appropriate agency officials of both incidents.

Thank you,

Sylvia

From: Sylvia Jones
Sent: Monday, December 2, 2013 4:56 PM
To: Rebecca Cokley
Cc: Sylvia Jones
Subject: RE: Administation and Audit Meeting Minutes

Rebecca,

It was brought to my attention this afternoon that you and Jeff Rosen removed me as the audit point of contact and requested the auditor's to cease contact with me. Can you please advise me under what authority you used to remove me from the audit process as the Director of Administration. My position has a key role in the process and this act is alarming.

You also neglected to inform me of this action which demonstrates more retaliation for protected disclosures as a whistleblower and I will be reporting this action to the appropriate authorities. I'm also still awaiting a copy of the minutes.

Sylvia

From: Sylvia Jones
Sent: Monday, December 2, 2013 9:17 AM
To: Rebecca Cokley; Jonathan Kuniholm
Cc: Sylvia Jones
Subject: Administation and Audit Meeting Minutes

Rebecca/Jon,

It has come to my attention that Gary Blumenthal traveled to DC for an administration and audit meeting on November 20. As Director of Administration I was not invited to this meeting and would like a copy of the meeting minutes and Gary's travel approval.

In the meantime could please advise me the purpose of the meeting, the location and the name of the attendees.

Sylvia

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:lisa.gilmore@gsa.gov)
To: [Rebecca Cokley](mailto:Rebecca.Cokley@ncd.gov)
Date: 12/3/2013 1:28:34 PM
Subject: Re: FW: FW: Administation and Audit Meeting Minutes

(b) (5)

On Tue, Dec 3, 2013 at 12:19 PM, Rebecca Cokley <rcokley@ncd.gov> wrote:

Help.

Rebecca Cokley
Executive Director
National Council on Disability
1331 F Street NW, Suite 850
Washington, DC 20004
[202-272-2124](tel:202-272-2124) Voice
[202-272-2074](tel:202-272-2074) TTY
[202-272-2022](tel:202-272-2022) Fax
Rcokley@ncd.gov
Website: <http://www.ncd.gov>

From: jonathan.kuniholm@gmail.com [mailto:jonathan.kuniholm@gmail.com] **On Behalf Of** Jonathan Kuniholm
Sent: Tuesday, December 03, 2013 12:09 PM
To: Sylvia Jones; Rebecca Cokley
Cc: Kamilah Martin-Proctor; Pam Holmes; Ari Neeman; Lynnae Ruttledge; Jeff Rosen; Robyn Powell
Subject: Re: FW: Administation and Audit Meeting Minutes



Rebecca
Please clarify what, if any, responsibilities Ms. Jones retains that fall under the oversight of this committee.

Thanks,
Jon

Dear Audit and Finance Committee,

The purpose of this email is to notify you that it was brought to my attention on yesterday that Rebecca Cokley and Jeff Rosen removed me as the point of contact for NCD's 2013 Audit and made a request of the Auditor's to cease contact with me. This information was not communicated to me by the

Executive Director or the Audit and Finance Chair.

I was also made aware that on November 20, 2013 NCD management to include the former Audit and Finance Chair Gary Blumenthal met with Auditors and excluded me from the meeting as the Director of Administration despite my position playing a key role in the audit process.

It is my belief that both acts were intentional acts of retaliation to influence the outcome of the audit due to protected disclosures that I've made to government officials under the Whistleblower Protection Enhancement Act of 2012. This email is also a note for the record to document that I have informed the appropriate agency officials of both incidents.

Thank you,

Sylvia

From: Sylvia Jones
Sent: Monday, December 2, 2013 4:56 PM
To: Rebecca Cokley
Cc: Sylvia Jones
Subject: RE: Administration and Audit Meeting Minutes

Rebecca,

It was brought to my attention this afternoon that you and Jeff Rosen removed me as the audit point of contact and requested the auditor's to cease contact with me. Can you please advise me under what authority you used to remove me from the audit process as the Director of Administration. My position has a key role in the process and this act is alarming.

You also neglected to inform me of this action which demonstrates more retaliation for protected disclosures as a whistleblower and I will be reporting this action to the appropriate authorities. I'm also still awaiting a copy of the minutes.

Sylvia

From: Sylvia Jones
Sent: Monday, December 2, 2013 9:17 AM
To: Rebecca Cokley; Jonathan Kuniholm
Cc: Sylvia Jones
Subject: Administration and Audit Meeting Minutes

Rebecca/Jon,

It has come to my attention that Gary Blumenthal traveled to DC for an administration and audit meeting on November 20. As Director of Administration I was not invited to this meeting and would like a copy of the meeting minutes and Gary's travel approval.

In the meantime could please advise me the purpose of the meeting, the location and the name of the attendees.

Sylvia

No virus found in this message.

Checked by AVG - www.avg.com

Version: 2012.0.2242 / Virus Database: 3629/6376 - Release Date: 11/28/13

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Lisa Gilmore
Human Resources Specialist (Employee Relations)
Washington Area Operations Center
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https://docs.google.com/a/gsa.gov/forms/d/1nhjCN6rnQLHds76fKF2MsLyLHchZpKL7e_LIZjNJlr0/viewform

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:lisa.gilmore@gsa.gov)
To: Rebecca Cokley
Date: 9/26/2013 4:15:48 PM
Subject: Re: directive

Rebecca,

(b) (5)

On Thu, Sep 26, 2013 at 4:07 PM, Rebecca Cokley <rcokley@ncd.gov> wrote:
FYI

Sent from my iPad

Begin forwarded message:

From: Sylvia Jones <sjones@ncd.gov>
Date: September 26, 2013, 4:04:07 PM EDT
To: Rebecca Cokley <rcokley@ncd.gov>
Cc: Jeff Rosen <jrosen@ncd.gov>, Sylvia Jones <sjones@ncd.gov>
Subject: FW: directive

Rebecca,

Thank you for the email and please continue to send them as they clearly demonstrate the level of harassment that I endure from you and Jeff Rosen. You recently had a newborn child and instead of enjoying your newborn you choose to harass me. ♦ You are hereby notified that you are currently out of the office, not on duty and your status is legally AWOL.

Per the NCD Authorizing Statue and the NCD Bylaws, the NCD Chair does not have supervisory authority over staff nor does the statute or bylaws empowers the Chair to act as a second line spervisor to staff in the absence of the Executive Director. ♦ Also per both laws, the NCD Chair cannot manage the day-to-day operations of the agency and you do not have the authority to overrule the bylaws as they were adopod and approved by the full Council in July 2012.

I adhered to your prior direct order issued on June 28, 2013 to channel my complaints to the appropriate authorities. ♦ Pursuant to ♦ 2302(b) of Title 5...provides that a federal employee who has authority over personnel decisions may not take or fail to take or threaten to take a personnel action against an employee for refusing to obey an order that would require the individual to violate a law.

As the Executive Director you elected not the appoint and interim successor in your absence and you and Jeff advised staff during a staff meeting on Sept 18 that "there was not a need for an Interim Executive Director in place during your absence" eventhough you had budget deliverables in your possession and in your queue. ♦ Thus, I cannot understand why you are sending me threatening emails while out of the office through November 4. ♦

The processing of invoices is the duty and responsibility of the Financial Analyst, GS-09/11. You and the Chair intenitonally blocked me from hiring a Financial Analyst prior to the start of interviews. ♦ The decision was not in the best interest of the agency and it impeded the misssion. ♦ As you you are aware, this is the end of the fiscal year for budget close out and I am unable to take on additional reponsibilities for other positions as a result of actions by you and the Chair. ♦ Additionally, per GSA close out guidance final travel vouchers for FY-13 were due to GSA on Sept 12. All NCD staff to included you were informed of this deadline on August 14. ♦♦

These types of emails have impeded my workload and I request for them to cease and desist as they are affecting my disabilities. If the White House or the general public were aware of the activities within NCD in the midst of a government shut down, it would have tax payer's outraged and would bring embarassment on the President and the disability community. ♦ You continue to threatened me with disciplinary action and removal from federal service however you and others continue to commit acts of misconduct which are not being addressed. If the threats do not cease and desist I will be forced to take legal action.

If you have any questions in the absence of the NCD General Counsel, please consult with GSA. ♦ Also, please note that the email threats against me will be forwarded to the appropriate government officials. ♦

Have a good day,
Sylvia

From: Rebecca Cokley
Sent: Thursday, September 26, 2013 12:01 PM
To: Sylvia Jones
Cc: Jeff Rosen
Subject: directive

Sylvia

This is a direct order, failure to follow these orders can result in disciplinary action up to and including removal from the federal service.

Order 1: You are to follow the instructions and orders of Mr. Jeff Rosen, your second level supervisor

Order 2: You are to process the travel vouchers of Stephanie Orlando and Kamilah Martin-Proctor by COB 09/26/13 or provide in writing to Mr. Rosen a legal reason why these vouchers cannot be processed. Failure to follow agency guidelines for submission is not a legal reason why the vouchers cannot be paid.

Rebecca

Sent from my iPad

--

Lisa Gilmore
Human Resources Specialist (Employee Relations)
Washington Area Operations Center
Employee Relations Branch-CPWA
301 7th Street, S.W., Room 1022
Washington, DC 20407
202-205-4929 ♦ Desk
202-(b) (5) Phone
202-708-5377 fax



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From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:lisa.gilmore@gsa.gov)
To: Rebecca Cokley
Date: 10/30/2013 8:47:40 AM
Subject: Re: travel arrangements for the Council

Rebecca,

Let's talk when you have a moment.

On Wed, Oct 30, 2013 at 8:38 AM, Rebecca Cokley <rcokley@ncd.gov> wrote:
FYI

Sent from my iPad

Begin forwarded message:

From: Sylvia Jones <sjones@ncd.gov>
Date: October 30, 2013, 8:35:21 AM EDT
To: Rebecca Cokley <rcokley@ncd.gov>
Cc: Sylvia Jones <sjones@ncd.gov>
Subject: RE: travel arrangements for the Council

Rebecca,

As you are aware the Administrative Specialist, GS-09 position is responsible for coordinating, arranging and scheduling travel requests, reserve airline flights, hotel and car rental for staff and members. ♦ Per you and Jeff's recommendation to the EC this position was realigned under you for supervision which makes you responsible.

As a courtesy to the board, I will take care of this arrangement to include Chester and John's hotel but will not be able to take on additional requests as it is an internal control violation (segregation of duties) and is burdensome to me performing my assigned duties.

Please forward me a list of attendees for this meeting. It's up to you as to when members can start making flight arrangements.

Sylvia

From: Rebecca Cokley
Sent: Wednesday, October 30, 2013 8:06 AM
To: Sylvia Jones
Subject: travel arrangements for the Council

Mrs. Jones

The Council meeting in Kansas has been rescheduled for December 4-5. Travel dates should be the 3rd and the 6th. Some members will be leaving on the 5th, others will staying for the CMS forum we're hosting on the afternoon of the 5th, and will necessitate flying out on the 6th. Please reach out to the hotel and let me know once members are able to start making flight arrangements.

Thank you.

Rebecca

Sent from my iPad

--

Lisa Gilmore
Human Resources Specialist (Employee Relations)
Washington Area Operations Center
Employee Relations Branch-CPWA
301 7th Street, S.W., Room 1022
Washington, DC 20407
202-205-4929 ♦ Desk
202-(b) (5) Phone
202-708-5377 fax



https://docs.google.com/a/gsa.gov/forms/d/1nhjCN6rnQLHds76fKF2MsLyLHchZpKL7e_LIZjNJlr0/viewform

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:lisa.gilmore@gsa.gov)
To: [Rebecca Cokley](#)
Date: 10/21/2013 11:31:34 AM
Subject: Re: FW: my time

I will go over and speak to him right now - this is ridiculous!

On Mon, Oct 21, 2013 at 11:08 AM, Rebecca Cokley <rcokley@ncd.gov> wrote:
Typically this is true. However we've been on furlough.

I do not want her initiating an SF-52. Can someone over there talk to Maurice?

Rebecca

From: Sylvia Jones
Sent: Monday, October 21, 2013 10:56 AM
To: Rebecca Cokley
Cc: Sylvia Jones
Subject: RE: my time

Rebecca,

If you're going to refer to me by my last name please refer to me by the proper title of Mrs. Jones. Regarding your time...as you know, leave forms are not submitted "once the leave is taken." Leave is requested and approved in advance unless due to emergency or unexpected absences. If you have any questions pertaining to the proper procedures for requesting leave please contact human resources. Regarding your schedule...I was advised by human resources that your schedule should be changed from full-time to part-time and until I'm told otherwise by HR I have to initiate an SF-52. If you have questions pertaining to the information provided to me, feel free to contact Maurice Hubbard.

Sylvia

From: Rebecca Cokley
Sent: Monday, October 21, 2013 10:44 AM
To: Sylvia Jones
Subject: my time

Ms. Jones,

I have previously provided you with a copy of my work schedule in my revised telework plan. My approved leave requests are attached. I will continue to send leave requests once the leave is taken. I will remain on a full time work schedule, as I am currently teleworking. I will use a combination of donated, annual, and/or sick leave for any time not worked. This is not a part-time schedule.

Rebecca

--

Lisa Gilmore
Human Resources Specialist (Employee Relations)
Washington Area Operations Center
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From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:Lisa.Brown-Gilmore-CPWA@gsa.gov)
To: [Rebecca Cokley](mailto:Rebecca.Cokley@ncd.gov)
Date: 9/30/2013 11:53:58 AM
Subject: Re: Sylvia's Husband

Jeff,

(b) (5)

On Mon, Sep 30, 2013 at 11:34 AM, Rebecca Cokley <rcokley@ncd.gov> wrote:

Lisa

I've been contacted by 3 staff about this today. What can we do?

RC

Sent from my iPhone

Begin forwarded message:

From: Robyn Powell <RPowell@ncd.gov>
Date: September 30, 2013 at 11:23:13 AM EDT
To: Jeff Rosen <jrosen@ncd.gov>, Rebecca Cokley <rcokley@ncd.gov>
Subject: Sylvia's Husband

Hi Jeff and Rebecca,



Staff have informed me that a man (assumedly Sylvia's husband) has been in Sylvia's office for several hours with her and that they have overheard what sounds like papers being ripped. I wanted to let you know, as this seems inappropriate.



Thanks,

Robyn

--

Lisa Gilmore
Human Resources Specialist (Employee Relations)
Washington Area Operations Center
Employee Relations Branch-CPWA
301 7th Street, S.W., Room 1022
Washington, DC 20407
202-205-4929 Desk
202- (b) (5) Phone
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From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:lisa.gilmore@gsa.gov)
To: Rebecca Cokley
Date: 10/18/2013 9:45:04 AM
Subject: Re: following up

(b) (5)

On Fri, Oct 18, 2013 at 9:08 AM, Rebecca Cokley <rcokley@ncd.gov> wrote:
here we go.

Sent from my iPad

Begin forwarded message:

From: Sylvia Jones <sjones@ncd.gov>
Date: October 18, 2013, 9:06:00 AM EDT
To: Rebecca Cokley <rcokley@ncd.gov>
Cc: Sylvia Jones <sjones@ncd.gov>
Subject: RE: following up

Good Morning Rebecca,

I hope this email finds you well.

Your email appears to be more discrimination and retaliation. ♦ It also appears that the white employees are not held to the same standards as the black employees as they are continuously allowed to commit punishable acts of misconduct, violate federal laws and regulations (that you are aware of) and are not required to perform their duties at an acceptable level of performance.

You and everyone else are fully aware of the performance issues with Nick as they have been ongoing for a long time, even prior to your arrival. ♦ Furthermore you do not have the qualifications and training to monitor and oversee contract performance. ♦ Nick's contract expires in two months and I was fully in compliance with Federal regulation to request a replacement for Nick and I would like this carried out as I directed for the best interest of agency and performance of my job duties. ♦ Your reasoning for keeping Nick is strictly personal and not in the best interest of the agency. ♦ Furthermore, the ED does not manage contractors. ♦ Per my position of record "incumbent supervise contract personnel." ♦ You are attempting to strip me of more duties and supervisory functions without cause and I would like to know if you will stripping the supervisory authority of my white peers. ♦ You have clearly demonstrated that you have a personal issue with me and it is affecting the moral of the office, the agency's mission's and managements judgment to make informed decisions on work. This is another act of retaliation.

Per 5 USC 7106 as a manager I have rights and per the regulation "nothing shall affect the authority of any management official of any agency." ♦ Specifically, I have the right to:

- a) to hire, assign, direct, layoff, and retain employees in the agency, ♦ to recommend suspension, removal, reduce in grade or pay, or take other disciplinary action against such employees;
- b) to assign work, to make determinations with respect to contracting out, and to determine the personnel by which agency operations shall be conducted;
- c) with respect to filling positions, to make selections for appointments from among properly ranked and certified candidates for promotion; or any other appropriate source; to take whatever actions may be necessary to carry out the agency mission during emergencies.

Therefore, I made a decision to replace Nick and I would like to move forward with the decision as it was a "good faith decision with merit decision and in the best interest of the agency." ♦

Regarding Stacey performance rating: ♦ as you are fully aware, my workload was severely impeded with the budget workload of the ED and Financial Analyst which made it impossible for me to close out Stacey's plan. ♦ Per regulation, the performance period ends on Sept. 30...which entitled the employee to perform on the plan through Sept. 30. ♦ In order for me to properly close out a performance plan will require discussion with the employee and provide him the opportunity to provide a self assessment statement or comment on each element. ♦ I will be working on the plan today and will schedule a meeting with Stacy on Monday and will provide his plan to you by the close of business Monday, Oct 21. ♦

In closing, I have requested you to be more civil with me in email with your tone as you are with other directors. ♦ I have even elevated the issue to the chair and no action has been taken as you continue to talk down to me in a disrespectful manner. ♦ I ask you again to extend to me the same respect that I'm required to give to you. ♦

If you persist and obstruct me from replacing Nick, the issue to include IT security violations will be reported to the proper authorities.

Sylvia

From: Rebecca Cokley
Sent: Thursday, October 17, 2013 7:39 PM
To: Sylvia Jones
Subject: following up

Ms. Jones

Prior to the government furlough, you directed NCD's subcontractor to terminate our (b) (6)
[REDACTED] You did not provide any reason to me as to why you made this decision.

Furthermore, I am not aware of any performance issue that Nick has. At this time, NCD will not be firing (b) (6). Effective immediately, (b) (6) will report directly to me. Please provide (b) (6) with the key to the server cabinet at the start of business tomorrow.

I instructed you to send me draft performance ratings for you and Stacey by September 19th. You stated in an email to me that you would send the draft performance rating for Stacey on September 20 before close of business. To date, I have not received any of the requested information from you. Please send me your draft by close of business tomorrow so that I can review and finalize the process. If you have questions feel free to contact me.

Thank you.

Rebecca Cokley

--

Lisa Gilmore
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https://docs.google.com/a/gsa.gov/forms/d/1nhjCN6rnQLHds76fKF2MsLyLHchZpKL7e_LIZjNJlr0/viewform

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:lisa.gilmore@gsa.gov)
To: [Rebecca Cokley](#)
Date: 10/18/2013 8:05:48 AM
Subject: Re: Teleworking...

can you call me, please?

On Fri, Oct 18, 2013 at 8:03 AM, Rebecca Cokley <rcokley@ncd.gov> wrote:

Lisa

So I sent her the email last night around 7 about her being in the office to give Nick the key. How do I respond to this?

Rebecca

Sent from my iPad

Begin forwarded message:

From: Sylvia Jones <sjones@ncd.gov>
Date: October 18, 2013, 8:02:39 AM EDT
To: NCD-Staff <NCD-Staff@ncd.gov>
Subject: Teleworking...

All,

I will be teleworking today.

Sylvia

--

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https://docs.google.com/a/gsa.gov/forms/d/1nhjCN6rnQLHds76fKF2MsLyLHchZpKL7e_LIZjNJlr0/viewform

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:lisa.gilmore@gsa.gov)
To: [Rebecca Cokley](#)
Date: 11/27/2013 10:33:50 AM
Subject: Re: FW: Post Employment Ethics Letter

(b) (5)

On Tue, Nov 26, 2013 at 4:33 PM, Rebecca Cokley <rcokley@ncd.gov> wrote:
Are you in tomorrow? I want to pick your brain on this.

Rebecca Cokley
Executive Director
National Council on Disability
1331 F Street NW, Suite 850
Washington, DC 20004
[202-272-2124](tel:202-272-2124) Voice
[202-272-2074](tel:202-272-2074) TTY
[202-272-2022](tel:202-272-2022) Fax
Rcokley@ncd.gov
Website: <http://www.ncd.gov>

From: Robyn Powell
Sent: Friday, November 22, 2013 8:47 AM
To: Rebecca Cokley
Subject: RE: Post Employment Ethics Letter



How do you want to proceed?

From: jdurocher1@att.blackberry.net [<mailto:jdurocher1@att.blackberry.net>]
Sent: Thursday, November 21, 2013 4:19 PM
To: Rebecca Cokley; Robyn Powell
Subject: Re: Post Employment Ethics Letter



I would look in Aaron's old files to find the letter he gave to (b) (6) when she departed...GSA assisted in drafting it.

Sent via BlackBerry by AT&T

From: Rebecca Cokley <rcokley@ncd.gov>

Date: Thu, 21 Nov 2013 21:13:30 +0000

To: Robyn Powell<RPowell@ncd.gov>

Cc: jdurocher1@att.blackberry.net<jdurocher1@att.blackberry.net>

Subject: Re: Post Employment Ethics Letter



I've never heard of this. Joan?



Rebecca

Sent from my iPhone

On Nov 21, 2013, at 3:45 PM, "Robyn Powell" <RPowell@ncd.gov> wrote:

Please see below.

From: Sylvia Jones
Sent: Thursday, November 21, 2013 3:30 PM
To: Robyn Powell
Cc: Sylvia Jones
Subject: Post Employment Ethics Letter



Robyn,

Does NCD have a post employment ethics letter that we give to employees when they depart the agency? If so, please explain how it is administered and/or disseminated to former employees.

Sylvia

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](#)
To: [Robyn Powell](#)
Date: 12/9/2013 1:00:24 PM
Subject: Re: FW: Julie Leave for December

Hi Robyn, please make sure that you read or are familiar with the policy. ♦ I have no idea what Sylvia is referring to, but here is a response to her email,

(b) (5)

On Mon, Dec 9, 2013 at 11:19 AM, Robyn Powell <RPowell@ncd.gov> wrote:

Hi Lisa,

Rebecca suggested that I forward this email thread to you and see how/if I should respond.

Thanks,

Robyn

From: Sylvia Jones
Sent: Monday, December 09, 2013 11:14 AM
To: Robyn Powell
Cc: Rebecca Cokley; DrGerrie Hawkins; Julie Carroll; Sylvia Jones
Subject: RE: Julie Leave for December



Robyn,

As an attorney and Julie's immediate supervisor you should read the leave policy and ensure that Julie complies with the requirements.

Sylvia

From: Robyn Powell
Sent: Monday, December 9, 2013 10:59 AM
To: Sylvia Jones
Cc: Rebecca Cokley; DrGerrie Hawkins; Julie Carroll
Subject: RE: Julie Leave for December



As I understand, Julie will return once her physician approves her to return. The physician will make that determination later this month, I believe.

From: Sylvia Jones
Sent: Monday, December 09, 2013 10:56 AM
To: Robyn Powell
Cc: Rebecca Cokley; DrGerrie Hawkins; Julie Carroll
Subject: RE: Julie Leave for December



Robyn,

Based on your response can we expect Julie back to work on January 2?

Sylvia

From: Robyn Powell
Sent: Monday, December 9, 2013 10:53 AM
To: Sylvia Jones
Cc: Rebecca Cokley; DrGerrie Hawkins; Julie Carroll
Subject: RE: Julie Leave for December



It covers the month of December.

From: Sylvia Jones
Sent: Monday, December 09, 2013 10:52 AM
To: Robyn Powell
Cc: Rebecca Cokley; DrGerrie Hawkins; Julie Carroll; Sylvia Jones
Subject: FW: Julie Leave for December



Robyn,

Does the leave form cover the entire duration of Julie's absence?

Sylvia

From: Robyn Powell
Sent: Monday, December 9, 2013 10:05 AM
To: Sylvia Jones
Cc: Rebecca Cokley; DrGerrie Hawkins; Julie Carroll
Subject: Julie Leave for December



Hi Sylvia,

Attached is Julie s approved leave for the month of December.

Thanks,

Robyn



--

Lisa Gilmore
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From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:Lisa.Brown-Gilmore-CPWA@gsa.gov)
To: [Rebecca Cokley](mailto:Rebecca.Cokley@ncd.gov)
Date: 12/2/2013 1:42:16 PM
Subject: Re: Administration and Audit Meeting Minutes

(b) (5)

On Mon, Dec 2, 2013 at 10:42 AM, Rebecca Cokley <rcokley@ncd.gov> wrote:

Lisa

How should I respond to this? We didn't take minutes at the meeting. ♦

Rebecca

Sent from my iPad

Begin forwarded message:

From: Sylvia Jones <sjones@ncd.gov>
Date: December 2, 2013, 9:17:31 AM EST
To: Rebecca Cokley <rcokley@ncd.gov>, Jonathan Kuniholm <jkuniholm@ncd.gov>
Cc: Sylvia Jones <sjones@ncd.gov>
Subject: Administration and Audit Meeting Minutes

Rebecca/Jon,

It has come to my attention that Gary Blumenthal traveled to DC for an administration and audit meeting on November 20. As Director of Administration I was not invited to this meeting and would like a copy of the meeting minutes and Gary's travel approval.

In the meantime could please advise me the purpose of the meeting, the location and the name of the attendees.

Sylvia

--

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From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:lisa.gilmore@gsa.gov)
To: Rebecca Cokley
Date: 12/2/2013 2:00:50 PM
Subject: Re: 2013 Annual Reporting: EEOC Form 462 (2nd Request)

(b) (5)

On Mon, Dec 2, 2013 at 10:47 AM, Rebecca Cokley <rcokley@ncd.gov> wrote:

Lisa

To complete our annual form 462, since I'm out of the office, Joan and Julie are on leave, and Robyn is in Boston I reached out to the EEOC and completed the information over the phone with the individual to whom it is due (Dexter Brooks). How do you suggest we respond to Sylvia's note?

Rebecca

Sent from my iPad

Begin forwarded message:

From: Sylvia Jones <sjones@ncd.gov>
Date: December 2, 2013, 9:31:29 AM EST
To: Robyn Powell <RPowell@ncd.gov>
Cc: Rebecca Cokley <rcokley@ncd.gov>, Sylvia Jones <sjones@ncd.gov>
Subject: RE: 2013 Annual Reporting: EEOC Form 462 (2nd Request)

Hi Robyn,

This is a second request for a copy of NCD's submission of the subject report.

Sylvia

From: Sylvia Jones
Sent: Friday, November 22, 2013 10:02 AM
To: Robyn Powell
Cc: Rebecca Cokley; Sylvia Jones
Subject: RE: 2013 Annual Reporting: EEOC Form 462

Hi Robyn,

Please forward me a copy of the submission to EEOC to include the report; and in the future please ensure that I am copied on the submission. I believe Joan had advised you of this prior to departing on maternity leave.

I look forward to receiving the report.

Thank you,

Sylvia

From: Robyn Powell
Sent: Friday, November 22, 2013 9:54 AM
To: Sylvia Jones
Cc: Rebecca Cokley
Subject: RE: 2013 Annual Reporting: EEOC Form 462

Hi Sylvia,

Rebecca has taken care of this.

Thanks,

Robyn

From: Sylvia Jones
Sent: Monday, November 18, 2013 4:18 PM
To: Robyn Powell
Cc: Rebecca Cokley; Sylvia Jones
Subject: 2013 Annual Reporting: EEOC Form 462

Hi Robyn,

The EEOC Form 462 is due on November 28, 2013. I'm following up to see if you will be completing the form in Joan's absence? Please advise...

Thank you,

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:Lisa.Brown-Gilmore-CPWA@gsa.gov)
To: [Rebecca Cokley](mailto:Rebecca.Cokley@ncd.gov)
Date: 11/5/2013 12:26:14 PM
Subject: Re: Out of the office...

Sylvia has only received a proposal notice to suspend. No action has been taken yet.

(b) (5)

On Mon, Nov 4, 2013 at 6:57 AM, Rebecca Cokley <rcokley@ncd.gov> wrote:

FYI. ♦

Sent from my iPhone

Begin forwarded message:

From: Sylvia Jones <sjones@ncd.gov>
Date: November 4, 2013 at 6:52:34 AM EST
To: Rebecca Cokley <rcokley@ncd.gov>
Cc: NCD-Board-Members <NCD-Board-Members@ncd.gov>, Sylvia Jones <sjones@ncd.gov>
Subject: Out of the office...

Rebecca,

Due to documented and intentional workplace bullying, ongoing harassment, stress, slander and continuous discrimination I am forced to take a few days of sick leave as the hostile work environment has affected me medically, flared my disabilities and has caused me severe pain and suffering. Upon my return to work I bring a doctors note.

Please note that I will not be responding to emails. However I will approve timecards that have been entered by Stacey for review and certification.

I have copied the members so that everyone has the accurate reason for my absence...knowing that I'm out on sick leave.

Mrs. Jones

--

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From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:lisa.gilmore@gsa.gov)
To: [Rebecca Cokley](#)
Date: 9/30/2013 12:07:52 PM
Subject: Re: Global Networkers contract

Please make sure that (b) (6) understands he is not being fired. ♦ I will continue to work with Rebecca regarding the administrative action.

On Mon, Sep 30, 2013 at 11:50 AM, Rebecca Cokley <rcokley@ncd.gov> wrote:

I just got off the phone with our IT contractor (William) and he informed me that Ms. Jones directed him to fire (b) (6) effective today. She is the COTR on the contract but he contacted me as the Executive Director to ensure that that was in fact, our desire, which it isn't. This puts him in a slightly awkward position. What do we do?

She has yet to date mentioned any dissatisfaction with (b) (6) performance, although he did relay to me that he was verbally disciplined about informing me about her denial of my laptop last week. William has no issue with (b) (6) performance.

I told William to hold pending my guidance.

RC

Sent from my iPad

--

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From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:Lisa.Brown-Gilmore-CPWA@gsa.gov)
To: [Rebecca Cokley](mailto:Rebecca.Cokley@ncd.gov)
Date: 12/10/2013 12:29:06 PM
Subject: Re: Inquiry...

Becca, have you talked to Robyn about this?

On Mon, Dec 9, 2013 at 5:16 PM, Rebecca Cokley <rcokley@ncd.gov> wrote:

From what I know federal attorneys can be barred in any state. For example, our GC is barred in Michigan. ♦

Becca

Sent from my iPhone

On Dec 9, 2013, at 4:52 PM, "Rebecca Cokley" <rcokley@ncd.gov> wrote:

This is the first I've learned of this. Is this an issue?

Rebecca ♦

Sent from my iPhone

Begin forwarded message:

From: Sylvia Jones <sjones@ncd.gov>
Date: December 9, 2013 at 4:50:44 PM EST
To: Rebecca Cokley <rcokley@ncd.gov>
Cc: Sylvia Jones <sjones@ncd.gov>, Robyn Powell <RPowell@ncd.gov>
Subject: Inquiry...

Rebecca,

Robyn Powell has been acting in the capacity of an employment attorney for NCD. However during my public record search as a private citizen **(and not in the capacity of an NCD employee)** with the Bar Association I learned that Robyn Powell is not licensed to practice law in DC and since she has been involved in sensitive, private and personal matters relating to me, I would like to know under what authority have she been doing so. Please advise..

Sylvia

--

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From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:lisa.gilmore@gsa.gov)
To: [Rebecca Cokley](#)
Date: 12/3/2013 1:21:50 PM
Subject: Re: FW: Performance Plans and Time Off Awards

(b) (5)

On Tue, Dec 3, 2013 at 12:16 PM, Rebecca Cokley <rcokley@ncd.gov> wrote:

[Lisa](#)



See below.



Rebecca Cokley

Executive Director

National Council on Disability

1331 F Street NW, Suite 850

Washington, DC 20004

[202-272-2124](tel:202-272-2124) Voice

[202-272-2074](tel:202-272-2074) TTY

[202-272-2022](tel:202-272-2022) Fax

Rcokley@ncd.gov

Website: <http://www.ncd.gov>



From: Sylvia Jones

Sent: Tuesday, December 03, 2013 11:59 AM

To: Rebecca Cokley

Cc: Sylvia Jones

Subject: RE: Performance Plans and Time Off Awards



Rebecca,

Your claim that you asked me for input regarding performance is a untrue statement and I request that you provide me with the date, time and method of communication in which you asked me for this information if you contend that it is true.

You have never asked or inquired of obtaining any performance related information from me other than that of Stacey Brown. In fact, to date we have never had a discussion regarding performance to include a mid-year progress review. My inquiry regarding the criteria used to access and make the determination for annual performance awards that you provided to me was an appropriate question posed as an employee and Director of Administration, and this information should be made public and open to all staff.

You also stated that "each time that I have requested input from you regarding your performance, you fail to provide anything to me." Please note that had I not complied to a request from you, without hesitation you would have done what you always done and that's issue me a threatening direct order or disciplinary action for failure to follow supervisory instruction.

I also find your statement "be advised that your attempt to use your position, as Director of Administration, to obtain personnel information is completely inappropriate" as a threat and attempt to censor me in the workplace for inquiring about the equity of processes used amongst staff in the workplace. I would like to reiterate that you provided this information to me freely. As requested on yesterday, I would like to know the criteria and/or agency guidance relied upon to assess and make determinations regarding annual performance awards. I'm sure if you follow up with OPM you will discover that my question is more than appropriate.

Throughout government, agencies and managers have always made this information available to staff and as a staff member of the NCD I would like to know the criteria used, especially since most plans were prematurely closed-out prior to the employee either receiving an appropriate mid-year progress review or performing under the plan through the end of the fiscal year.

Further, you are quick to label any act against as inappropriate, however the Caucasian physically disabled staff are allowed on a daily basis to violate policies and procedures, which you are aware of and you never reprimand them.

Btw...you did not send me the performance plan of Anne Sommers.

Sylvia

From: Rebecca Cokley
Sent: Tuesday, December 3, 2013 11:10 AM
To: Sylvia Jones
Subject: RE: Performance Plans and Time Off Awards



Mrs. Jones,



To date Anne and Joan are the only supervisors who have provided their performance input to me. ♦ As you should recall, I requested input from the entire staff several months ago. ♦ Each time that I have requested input from you regarding your performance, you fail to provide anything to me. ♦ Be advised that your attempt to use your position, as Director of Administration, to obtain personnel information is completely inappropriate.



Rebecca Cokley

Executive Director

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[202-272-2022](tel:202-272-2022) Fax

Rcokley@ncd.gov

Website: <http://www.ncd.gov>



From: Sylvia Jones

Sent: Monday, December 02, 2013 2:38 PM

To: Rebecca Cokley

Cc: Sylvia Jones

Subject: FW: Performance Plans and Time Off Awards



Rebecca,

Please advise the criteria used to access and make the determination for annual performance awards. Specifically, I would also like to know the status of my annual rating and performance award. With the exception of Anne Sommers the only staff given awards were the physically disabled causcausion staff and I would like to know what was the criteria used and why were the minorities bypassed and overlooked.

Sylvia

From: Rebecca Cokley

Sent: Monday, December 2, 2013 1:25 PM

To: Sylvia Jones
Subject: Performance Plans and Time Off Awards



Mrs. Jones,

For your records, here are the staff performance plans I've received to date. Please ensure that their leave is credited as soon as possible.

(b) (6)



Thank you.



Rebecca Cokley
Executive Director
National Council on Disability
1331 F Street NW, Suite 850
Washington, DC 20004

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[202-272-2074](tel:202-272-2074) TTY

[202-272-2022](tel:202-272-2022) Fax

Rcokley@ncd.gov

Website: <http://www.ncd.gov>



No virus found in this message.

Checked by AVG - www.avg.com

Version: 2012.0.2242 / Virus Database: 3629/6376 - Release Date: 11/28/13

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Checked by AVG - www.avg.com

Version: 2012.0.2242 / Virus Database: 3629/6376 - Release Date: 11/28/13

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:lisa.gilmore@gsa.gov)
To: [Jeff Rosen](#)
Date: 9/30/2013 12:25:40 PM
Subject: Sylvia

Jeff,

(b) (5)

Lisa Gilmore
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From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:lisa.gilmore@gsa.gov)
To: Rebecca Cokley
Date: 10/31/2013 7:28:56 PM
Subject: Re: Temp Appt. Extension (3rd Request)

(b) (5)

Sent from my iPhone

On Oct 31, 2013, at 12:58 PM, Rebecca Cokley <rcokley@ncd.gov> wrote:

She is still refusing to answer me.

Sent from my iPhone

Begin forwarded message:

From: Sylvia Jones <sjones@ncd.gov>
Date: October 31, 2013 at 12:54:04 PM EDT
To: Rebecca Cokley <rcokley@ncd.gov>
Cc: Sylvia Jones <sjones@ncd.gov>
Subject: RE: Temp Appt. Extension (3rd Request)

Rebecca,

I do not plan to give any assignments to Ms. Bethea after November 1.

However I would like to note for the record that you did not challenge retaining Nick Rushizky, a white male despite performance issues and his lack of required credentials; nor did you inquire as to what day to day assignments he would be working on.

The request appears to be more harassment and discrimination towards me which I will be reporting to the appropriate authorities and an auditor's to demonstrate the level of discrimination and internal control issues within NCD.

Sylvia

From: Rebecca Cokley
Sent: Thursday, October 31, 2013 11:43 AM
To: Sylvia Jones
Subject: RE: Temp Appt. Extension (3rd Request)
Mrs. Jones,

Are you refusing to respond to my question regarding the assignments that you plan to give to Chandra? I would like to resolve this immediately. Thank you for your cooperation.

Rebecca

From: Sylvia Jones
Sent: Thursday, October 31, 2013 11:17 AM
To: Rebecca Cokley
Cc: Sylvia Jones
Subject: RE: Temp Appt. Extension (3rd Request)

Rebecca,

I'm very offended by your email. For the past few months I have either come to you or gone to Jeff regarding how rudely and abusive you and others speak to me in email and no action has been taken to date nor have you or Jeff addressed the issues. If you recall on September 30, in the presence of witnesses you rudely slammed the phone down in my ear which is documented. Courtesy and professionalism goes both ways. If I have been unprofessional or discourteous to you in email please provide me the date and time of the incident, the method of communication and supporting documentation to support the serious false allegation against me. Your request to advise you what other assignments that I intend to give Chanda is discriminatory and retaliatory and you have never made such a request to the white managers and staff to include Nick Rushizky who has documented performance issues.

I'm a GS-15 Director who possesses more experience and qualifications than anyone in the agency and I deserve to be treated with respect and equal to my white peers. If you do not want to keep Chanda due to your personal feelings against me, we will let her go and the work will not get accomplished and will be reported to the auditor's for yet another internal control/audit violation based on you and Jeff's decision and the high risk status that you have placed the agency in.

Have a good day!

Sylvia

From: Rebecca Cokley
Sent: Thursday, October 31, 2013 10:49 AM
To: Sylvia Jones
Subject: Re: Temp Appt. Extension (3rd Request)
Mrs. Jones,

In addition to answering and responding to telephone calls and inquiries from constituents, what other assignments do you intend to give Chanda? Also remember that I am expecting you to remain professional and courteous when responding to me, as your supervisor. Thank you.

Rebecca

Sent from my iPad

On Oct 31, 2013, at 8:46 AM, "Sylvia Jones" <sjones@ncd.gov> wrote:

Rebecca,

This is my 3rd documented request to you seeking a response on the extension for temp employee Chanda Bethea. You read the email that I sent to you yesterday at 9:14 a.m., however you did not respond back to me. As you know, Stacey Brown's 14-day suspension starts tomorrow and if Chanda Bethea is not extended it will further cripple my team as I will have no staff onboard which will affect work being done to include answering and responding to telephone calls and inquiries from constituents. It will also be another internal control/audit issue that I will have to report due to an inadequate level of staff resources. We are also approaching the holiday season and having Chanda on staff will be a needed support due to staff leave.

You and Jeff's recommendation to realign the Financial Analyst and Administrative Specialist positions (non-budget position) has severely impeded the work of the office and placed the agency's internal controls in a high-risk status.

I would also like to note that you did not hesitate to keep Nick Rushizky, a white male on staff despite performance issues and his lack of required credentials. Chanda Bethea has been a great asset to the team and as the Director of Administration I would like to keep her on staff until January 3, 2014.

Since this is my third request an immediate response is requested.

Sylvia

From: Rebecca Cokley

Sent: Wednesday, October 30, 2013 9:20 AM

To: Sylvia Jones

Subject: Read: FW: Temp Appt. Extension (2nd Request)

Your message

To: Rebecca Cokley

Subject: FW: Temp Appt. Extension (2nd Request)

Sent: Wednesday, October 30, 2013 9:14:09 AM (UTC-05:00) Eastern Time (US & Canada)

was read on Wednesday, October 30, 2013 9:20:55 AM (UTC-05:00) Eastern Time (US & Canada).

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:Lisa.Brown-Gilmore-CPWA@gsa.gov)
To: [Rebecca Cokley](mailto:Rebecca.Cokley@ncd.gov)
Date: 10/25/2013 1:35:38 PM
Subject: Fwd: A&F Meeting

(b) (5)

Sent from my iPhone

Begin forwarded message:

From: Gary Blumenthal <GBlumenthal@ncd.gov>
Date: October 25, 2013, 1:26:29 PM EDT
To: Sylvia Jones <sjones@ncd.gov>
Cc: "Lisa Brown-Gilmore - CPWA, (lisa.gilmore@gsa.gov)" <lisa.gilmore@gsa.gov>, Jeff Rosen <jrosen@ncd.gov>, Rebecca Cokley <rcokley@ncd.gov>, Pam Holmes <PHolmes@ncd.gov>, Ari Neeman <ANeeman@ncd.gov>, Kamilah Martin-Proctor <KMartin-Proctor@ncd.gov>, "Lynnae Ruttledge" <lruttledge@ncd.gov>, Stephanie Orlando <SOrlando@ncd.gov>, "Clyde Terry" <CTerry@ncd.gov>
Subject: RE: A&F Meeting

I understand that Sylvia was in today, but apparently has left the office for the day. As the A&F Chair, I need the Director of Administration to respond to my emails and phone calls. That has not been the case since the end of the past fiscal year.

I am also concerned that it is unclear what duties, Sylvia feels she will respond to or not respond to.

She seems to have isolated herself with diminishing duties and responsibilities. Additionally we have been paying for a temporary support person, with Sylvia's diminished responsiveness is likely not doing much.

I would suggest we review whether we wish to continue this temporary employee given the fact that Sylvia appears to be non-responsive and likely not in need of a full time temporary associate.

From: Gary Blumenthal
Sent: Friday, October 25, 2013 7:34 AM
To: Sylvia Jones
Cc: Lisa Brown-Gilmore - CPWA, (lisa.gilmore@gsa.gov); Jeff Rosen; Rebecca Cokley; Pam Holmes; Ari Neeman; Kamilah Martin-Proctor; Lynnae Ruttledge; Stephanie Orlando; Clyde Terry
Subject: A&F Meeting
Sylvia,

Please prepare a memo for the A&F Committee detailing the allegations of fraud that have referenced previously in need of corrective action. Please indicate what corrective action needs to be executed. I would request receipt of this document by Wednesday, October 30, 2013. When I receive the memo, I will schedule a meeting with the A&F Committee to review, in which we would review these concerns with you.

Also by the end of today, I would renew my request for an update on reimbursement status for members, as well as payroll. I and others have not received reimbursements due, nor scheduled payroll payment due today.

Also, by the end of today, I request for the third time that you respond to my request for the contact information for NCD's auditors. In light of your failure to notify me of the first entrance meeting as you were directed, I would appreciate this information immediately.

Gary

Sent from my Verizon Wireless 4G LTE smartphone

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:lisa.gilmore@gsa.gov)
To: [Rebecca Cokley](#)
Date: 10/17/2013 3:21:50 PM
Subject: Response?

Hi Rebecca,

Have you received any correspondence from Sylvia regarding the laptop or even providing you with performance appraisals?

--

Lisa Gilmore
Human Resources Specialist (Employee Relations)
Washington Area Operations Center
Employee Relations Branch-CPWA
301 7th Street, S.W., Room 1022
Washington, DC 20407
202-205-4929 ♦ Desk
202-(b) (5) Phone
202-708-5377 fax



https://docs.google.com/a/gsa.gov/forms/d/1nhjCN6rnQLHds76fKF2MsLyLHchZpKL7e_LIZjNJlr0/viewform

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:lisa.gilmore@gsa.gov)
To: Rebecca Cokley
Date: 10/17/2013 11:59:32 AM
Subject: Fwd: Performance Appraisals

Rebecca,

Was this the last correspondence from Sylvia regarding her employee's performance appraisal?

----- Forwarded message -----

From: Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>
Date: Wed, Sep 25, 2013 at 8:14 AM
Subject: Re: Performance Appraisals
To: Rebecca Cokley <rcokley@ncd.gov>
Cc: Jeff Rosen <jrosen@ncd.gov>, David Allen <david.allen@gsa.gov>

Hi Rebecca and Congratulations! Can you give Dave & I a call at your convenience? ♦ Thanks

On Tue, Sep 24, 2013 at 11:39 PM, Rebecca Cokley <rcokley@ncd.gov> wrote:

Hi all

Staff directors were informed that they were to have sent me their performance plans on by COB on the 19th. I've received ratings and plans from Joan and Anne (and will forward them to you, Jeff), but I have yet to receive either Sylvia's draft appraisal or Stacey's. FYI

Rebecca

Sent from my iPad

Begin forwarded message:

From: Sylvia Jones <sjones@ncd.gov>
Date: September 19, 2013, 2:45:31 PM EDT
To: Rebecca Cokley <rcokley@ncd.gov>
Cc: Sylvia Jones <sjones@ncd.gov>
Subject: RE: Performance Appraisals

Rebecca,

Due to budget close out, I will forward Stacey's draft rating to you tomorrow before the close of business.

Sylvia

From: Rebecca Cokley
Sent: Monday, September 09, 2013 2:54 PM
To: Anne Sommers; Sylvia Meniffee
Cc: Jeff Rosen; Lynnae Ruttledge
Subject: Performance Appraisals

Anne and Sylvia,

As you know, the appraisal period is 10-1 to 9-30 with the appraisal being due to be sent forward for concurrence/approval by 09/30/13. As you also know, I will be going on maternity leave prior to 9-30-13.

I will require you to prepare draft appraisals for me for to review by 9-19-13. I will review them and provide you my feedback. If you propose no changes in the final ratings of the employees, I delegate Mr. Rosen to sign for me those final ratings. If there is a change in performance that would change the draft ratings, they must be reviewed and approved by Mr. Rosen prior to their issuance.

Please see me if you have any questions.

Rebecca Cokley

Executive Director

National Council on Disability

1331 F Street NW, Suite 850

Washington, DC 20004

[202-272-2124](tel:202-272-2124) Voice

[202-272-2074](tel:202-272-2074) TTY

[202-272-2022](tel:202-272-2022) Fax

Rcokley@ncd.gov

Website: <http://www.ncd.gov>

No virus found in this message.

Checked by AVG - www.avg.com

Version: 2012.0.2242 / Virus Database: 3222/6150 - Release Date: 09/09/13

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:lisa.gilmore@gsa.gov)
To: [Rebecca Cokley](mailto:Rebecca.Cokley@ncd.gov)
Date: 12/16/2013 10:01:06 AM
Subject: Re: NCD Financial Systems Walkthrough

Hi Becca, Just make sure that the Auditors are aware that she will be meeting with them after 1:00 ♦ instead of 11:00. ♦ You only replied to all because her original message included the Auditors.

(b) (5)

On Mon, Dec 16, 2013 at 8:52 AM, Rebecca Cokley <rcokley@ncd.gov> wrote:
FYI ♦

Sent from my iPhone

Begin forwarded message:

From: Sylvia Jones <sjones@ncd.gov>
Date: December 16, 2013 at 8:45:36 AM EST
To: Rebecca Cokley <rcokley@ncd.gov>
Cc: Victor Ahuchogu <Victor.Ahuchogu@RegisCPA.com>, Claude Etinoff <Claude.Etinoff@RegisCPA.com>, Peter Regis <Peter.Regis@RegisCPA.com>, Thomas Clark - CB <thomas.clark@gsa.gov>, Sylvia Jones <sjones@ncd.gov>
Subject: RE: NCD Financial Systems Walkthrough

Rebecca,

It appears that you are once again forcing me to perform your duties as Executive Director, which in itself is an internal control issue. You state that "the walk through of NCD's Internal Controls and Financial Systems is an important part of your position as the Director of Administration." However, the November 20 internal control meeting was an important part of my job as Director of Administration but that did not prevent NCD management from excluding me from this private meeting or removing me as the audit point of contact.

I will follow your directive and meet, however for the record financial systems is not a part of my official duties. These are the duties of the Financial Analyst which reports directly to you.

Please be advised that I have an 10:00 meeting and will not be able to meet with auditors until after 1pm. Also, you sending me a directive with the auditor's attached (who are non-government employees) included is very inappropriate and I will be reporting this act of inappropriate conduct

to authorities.

Sylvia

From: Rebecca Cokley

Sent: Monday, December 16, 2013 7:53 AM

To: Sylvia Jones

Cc: Victor Ahuchogu; Claude Etinoff; Peter Regis; Sylvia Jones; Thomas Clark - CB

Subject: Re: NCD Financial Systems Walkthrough

Sylvia,

The walk through of NCD's Internal Controls and Financial Systems is an important part of your position as the Director of Administration. As your supervisor, I am directing you to meet with the Auditors today (December 16, 2013), as requested.

Rebecca

On Dec 16, 2013, at 6:56 AM, "Sylvia Jones" <sjones@ncd.gov> wrote:

Good Morning Victor,

The Executive Director, Rebecca Cokley manage and supervise the NCD Financial System and is the audit point of contact, therefore the proper meeting request should have been submitted to her. During our conversation on Friday, December 13 I inquired if you had sent a request to Rebecca Cokley and you stated "no, but admitted that you had met with two staff members; a part-time contractor serving as financial analyst who has been with the agency less than 30-days and Chris Michels." You were unable to obtain information from these individuals therefore per your statement the "Council stated I was no longer off limits."

Please note that Chris Michels is not an NCD staff member and has not been under a service contract since September 30, 2013. However, he is the developer and expert of the NCD Financial Database. Based on my conversation with you and Claude, it appears that Mr. Michels may have provided misleading information to you which I assume is the reason you reached out to me for assistance. Had Mr. Michels provided you the assistance you requested, as the Director of Administration I would not have been made aware of another private meeting with Auditor's. It is noted for the record that Auditor's took time to meet with non-essential personnel and continue to exclude me as the Director of Administration which is troubling.

On December 2, 2013 I was made aware that NCD management and Auditors had a private meeting on November 20 and excluded me as the Director of Administration and during this

meeting, Auditor's were advised to cease contact with me. However , per our conversation on Friday, I was advised that "NCD Council now states that I am no longer off limits" which is very suspect.

I have been excluded from key audit meetings discussing internal control issues and without notice I was removed as the audit point of contact with auditor's being told to cease contact with me. In addition, critical information regarding the audit has been intentionally withheld from me due to my protected disclosures as a whistleblower.

The audit is supposed to be direct, above board and controlled by Auditor's. Agency officials should have no authority to dictate the process which frustrates the integrity of the audit.

Please be advised that due to the nature of this audit, I reported irregularities and deficiencies in this process to GAO Fraudnet. Therefore due to the lack of integrity, transparency, the agency's ability to control and dictate the audit process, and my protected disclosures I am unable to meet with you.

Claude - I still have not received the minutes from the November 20 meeting you stated you would send on Friday.

Thank you,

Sylvia

From: Victor Ahuchogu <Victor.Ahuchogu@RegisCPA.com>

Sent: Friday, December 13, 2013 3:38 PM

To: Sylvia Jones

Cc: Rebecca Cokley; Claude Etinoff; Peter Regis

Subject: NCD Financial Systems Walkthrough

Hello Sylvia,

We are conducting a process walkthrough of NCD's Internal Controls and Financial Systems, pursuant to the FY 2013 Financial Statements audit. Please confirm if you will be available to meet with us on Monday, December 16, 2013, at 11:00AM at NCD's headquarters office.

Thank you,

Victor Ahuchogu, CPA
Regis & Associates, PC
1400 Eye Street, NW

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:Lisa.Brown-Gilmore-CPWA@gsa.gov)
To: [Rebecca Cokley](mailto:Rebecca.Cokley@ncd.gov)
Date: 12/2/2013 3:37:08 PM
Subject: Re: Julie's Leave Nov. 25 - 29

She does need to complete the OPM 71 when she takes leave and each time she should invoke FMLA.

On Mon, Dec 2, 2013 at 1:45 PM, Rebecca Cokley <rcokley@ncd.gov> wrote:
She's out indefinitely. She's worked maybe 1 day a month, but that's it. ♦

Sent from my iPad

On Dec 2, 2013, at 1:44 PM, "Lisa Brown-Gilmore - CPWA" <lisa.gilmore@gsa.gov> wrote:

Rebecca, is Julie out sporadically? She can submit her OPM 71 (not SF-71) upon her return to the office, especially when she calls in. ♦ I will call you shortly.

On Mon, Dec 2, 2013 at 11:33 AM, Rebecca Cokley <rcokley@ncd.gov> wrote:
More stuff I need your help on....

Sent from my iPad

Begin forwarded message:

From: Julie Carroll <JCarroll@ncd.gov>
Date: December 2, 2013, 11:27:59 AM EST
To: Sylvia Jones <sjones@ncd.gov>, Robyn Powell <RPowell@ncd.gov>
Cc: DrGerrie Hawkins <DHawkins@ncd.gov>, Rebecca Cokley <rcokley@ncd.gov>
Subject: RE: Julie's Leave Nov. 25 - 29

The leave was requested by my doctor on the appropriate form on September 23 and was to be indefinite.

Julie

-----Original Message-----

From: Sylvia Jones
Sent: Monday, December 02, 2013 11:24 AM
To: Robyn Powell
Cc: Julie Carroll; DrGerrie Hawkins; Rebecca Cokley; Sylvia Jones
Subject: FW: Julie's Leave Nov. 25 - 29

Robyn,

As you are aware "leave must be requested and documented in advance on the SF-71 form. The SF-71 form is not submitted after leave is taken on a weekly or bi-weekly basis as Julie is doing.

The NCD Administrative Policy and Procedures Manual states - Prior to subtracting any hours of leave from an entitlement to FMLA or placing an employee on FMLA leave, the supervisor must confirm that action with the employee. Supervisory confirmation of FMLA leave appears on the SF-71 notice. Julie invoked her entitlement to FMLA on September 23, 2013. Shortly thereafter Gerrie consulted with HR and approved. However, I do not recall receiving an SF-71 to cover the 12 week period as required and requested.

The manual also states "in an emergency situation...notice by a spouse of other responsible person suffices until the employee can contact the supervisor and complete an SF-71."

Prior to Joan departing on FMLA for maternity leave she submitted an SF-71 for the entire duration of time she would be out to include maternity leave. Please forward an SF-71 to cover the entire duration of Julie's FMLA immediately.

Sylvia

From: Robyn Powell
Sent: Sunday, December 1, 2013 7:47 PM
To: Julie Carroll; DrGerrie Hawkins
Cc: Rebecca Cokley; Sylvia Jones
Subject: RE: Julie's Leave Nov. 25 - 29

Thanks! Sylvia, the approved leave slips are attached.

From: Julie Carroll [<mailto:j7carroll@verizon.net>]
Sent: Sunday, December 01, 2013 2:15 PM
To: Robyn Powell; DrGerrie Hawkins

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:lisa.gilmore@gsa.gov)
To: [Jeff Rosen](#)
Date: 9/30/2013 3:48:48 PM
Subject: Fwd:
Attachments: OAD 9820-1-Professional Liability Insurance.docx

Hi Jeff,

Here is the information on Professional Liability Insurance that you requested last week. ♦ It is totally your choice. ♦ Also thank you for coming back to the office to handle the Sylvia situation.

https://docs.google.com/a/gsa.gov/forms/d/1nhjCN6rnQLHds76fKF2MsLyLHchZpKL7e_LIZjNJlr0/viewform

♦ ♦ ♦

--

Lisa Gilmore
Human Resources Specialist (Employee Relations)
Washington Area Operations Center
Employee Relations Branch-CPWA
301 7th Street, S.W., Room 1022
Washington, DC 20407
202-205-4929 ♦ Desk
202-(b) (5) Phone
202-708-5377 fax



https://docs.google.com/a/gsa.gov/forms/d/1nhjCN6rnQLHds76fKF2MsLyLHchZpKL7e_LIZjNJlr0/viewform

OAD 9820.1 Professional Liability Insurance

Date: 05/18/2000

Status.: Validated

Outdated on: 05/18/2010

[Printer Friendly Format.](#)

GENERAL SERVICES ADMINISTRATION
Washington, DC 20405

OAD 9820.1
May 18, 2000

GSA ORDER

SUBJECT: Professional Liability Insurance

1. Purpose. This order implements policy within the General Services Administration for the reimbursement of costs incurred by covered employees for professional liability insurance, providing coverage for certain acts and omissions.

This policy is issued under the authority of and to implement the permanent provisions of Section 642 of the Treasury, Postal Service, and General Government Appropriations Act, 1999, Public Law 106-58, 113 Stat. 430 (1999) (the "Act"). The Act requires agencies to reimburse covered employees "for not to exceed one-half the costs incurred by such employee(s) for professional liability insurance."

2. Employees covered. The Act limits coverage to employees who are: (1) members of the Senior Executive Service; (2) supervisors or management officials as defined in 5 U.S. C. Section 7103 (a); and/or (3) primarily responsible for the investigation, apprehension, prosecution, or detention of individuals suspected or convicted of offenses against the criminal laws of the United States. (In GSA, all employees in the GS-083 and GS-1 811 occupational series and all Law Enforcement and Security Officers in the GS-080 occupational series fall within category (3).)

3. Definition. In the Act, professional liability insurance is defined as insurance which provides coverage for:

a. Legal liability for damages due to injuries to other persons, damage to their property, or other damage or loss to such other persons (including the expenses of litigation and settlement) resulting from or arising out of any tortuous act, error or omission of the covered individual (whether common law, statutory, or constitutional) while in the performance of such individual's official duties as a qualified employee; and

b. The cost of legal representation for the covered individual in connection with any administrative or judicial proceeding (including any investigation or disciplinary proceeding) relating to any act, error, or omission of the covered individual while in the performance of such individual's official duties as a qualified employee, and other legal costs and fees relating to any such administrative or judicial proceeding.

4. Policy. GSA will reimburse a covered employee (see paragraph 2 above) not more than one-half of the annual policy cost or \$150 per year, whichever is less, for professional liability insurance coverage as described in paragraph 3 above.

5. Effective date. October 1, 1999. Implementation with respect to employees represented by a labor organization is contingent upon completion of appropriate labor relations obligations, if any.

6. Cancellation. This order cancels Instructional Letter OAD IL-98-2, Professional Liability Insurance dated April 28, 1998.

7. Procedure. Employees covered by this policy who purchase or have purchased professional liability insurance coverage with an effective date on or after October 1, 1997, and who wish to obtain reimbursement, must obtain a

receipt showing the annual premium amount, the period the policy covers, the effective date, and a certification of "coverage" as defined in paragraph 3, above. The receipt form below may be used for this purpose. A copy of this receipt must be attached to GSA Form 1164, Claim for Reimbursement, and submitted through normal administrative channels for payment.

Gail T. Lovelace
Chief People Officer

Receipt for and Certification of Purchase of Personal Liability Insurance

I certify that _____ (name) purchased a personal liability insurance policy which provides the coverage discussed in Public Law 106-58. The effective date of the policy is/was _____ (date). The annual premium amount for this policy is \$_____. This policy expires on _____ (date) unless renewed.

_____	_____	_____
Agent Name and Signature	Date	Firm Name and Telephone Number

I am a covered employee as described in GSA Order OAD-9820.1

_____	_____	_____
Employee Name and Signature	Date	Official Title, Series and Grade

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:lisa.gilmore@gsa.gov)
To: Rebecca Cokley
Date: 10/31/2013 11:38:20 AM
Subject: Re: Temp Appt. Extension (3rd Request)

(b) (5)

On Thu, Oct 31, 2013 at 11:29 AM, Rebecca Cokley <rcokley@ncd.gov> wrote:

Wow. ♦

Sent from my iPhone

Begin forwarded message:

From: Sylvia Jones <sjones@ncd.gov>
Date: October 31, 2013 at 11:17:59 AM EDT
To: Rebecca Cokley <rcokley@ncd.gov>
Cc: Sylvia Jones <sjones@ncd.gov>
Subject: RE: Temp Appt. Extension (3rd Request)

Rebecca,

I'm very offended by your email. For the past few months I have either come to you or gone to Jeff regarding how rudely and abusive you and others speak to me in email and no action has been taken to date nor have you or Jeff addressed the issues. If you recall on September 30, in the presence of witnesses you rudely slammed the phone down in my ear which is documented.

Courtesy and professionalism goes both way. If I have been unprofessional or discourteous to you in email please provide me the date and time of the incident, the method of communication and supporting documentation to support the serious false allegation against me.

Your request to advise you what other assignments that I intend to give Chanda is discriminatory and retaliatory and you have never made such a request to the white managers and staff to include Nick Rushizky who has documented performance issues.

I'm a GS-15 Director who possess more experience and qualifications than anyone in the agency and I deserve to be treated with respect and equal to my white peers. If you do not want to keep Chanda due to your personal feelings against me, we will let her go and the work will not get accomplished and will be reported to the auditor's for yet another internal control/audit violation based on you and Jeff's decision and the high risk status that you have placed the agency in.

Have a good day!

Sylvia

From: Rebecca Cokley
Sent: Thursday, October 31, 2013 10:49 AM
To: Sylvia Jones
Subject: Re: Temp Appt. Extension (3rd Request)

Mrs. Jones,

In addition to answering and responding to telephone calls and inquiries from constituents, what other assignments do you intend to give Chanda? Also remember that I am expecting you to remain professional and courteous when responding to me, as your supervisor. Thank you.

Rebecca

Sent from my iPad

On Oct 31, 2013, at 8:46 AM, "Sylvia Jones" <sjones@ncd.gov> wrote:

Rebecca,

This is my 3rd documented request to you seeking a response on the extension for temp employee Chanda Bethea. You read the email that I sent to you yesterday at 9:14 a.m., however you did not respond back to me. As you know, Stacey Brown's 14-day suspension starts tomorrow and if Chanda Bethea is not extended it will further cripple my team as I will have no staff onboard which will affect work being done to include answering and responding to telephone calls and inquiries from constituents. It will also be another internal control/audit issue that I will have to report due to an inadequate level of staff resources. We are also approaching the holiday season and having Chanda on staff will be a needed support due staff leave.

You and Jeff's recommendation to realign the Financial Analyst and Administrative Specialist positions (non-budget position) has severely impeded the work of office and placed the agency's internal controls in a high-risk status.

I would also like to note that you did not hesitate to keep Nick Rushizky, a white male on staff despite performance issues and his lack of required credentials. Chanda Bethea has been a great asset to team and as the Director of Administration I would like to keep her on staff until January 3, 2014.

Date: Thu, 21 Nov 2013 21:13:30 +0000

To: Robyn Powell<RPowell@ncd.gov>

Cc: jdurocher1@att.blackberry.net<jdurocher1@att.blackberry.net>

Subject: Re: Post Employment Ethics Letter



I've never heard of this. Joan?



Rebecca

Sent from my iPhone

On Nov 21, 2013, at 3:45 PM, "Robyn Powell" <RPowell@ncd.gov> wrote:

[Please see below.](#)

From: Sylvia Jones
Sent: Thursday, November 21, 2013 3:30 PM
To: Robyn Powell
Cc: Sylvia Jones
Subject: Post Employment Ethics Letter



Robyn,

Does NCD have a post employment ethics letter that we give to employees when they depart the agency? If so, please explain how it is administered and/or disseminated to former employees.

Sylvia

No virus found in this message.

Checked by AVG - www.avg.com

Version: 2012.0.2242 / Virus Database: 3629/6351 - Release Date: 11/20/13

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Lisa Gilmore

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:Lisa.Brown-Gilmore-CPWA@gsa.gov)
To: [Rebecca Cokley](mailto:Rebecca.Cokley@ncd.gov)
Date: 11/13/2013 8:40:24 AM
Subject: Re: FW: Leave Slip - S. Jones (November 4-8)

(b) (5)

On Wed, Nov 13, 2013 at 7:00 AM, Rebecca Cokley <rcokley@ncd.gov> wrote:
Lisa

(b) (5)

Rebecca

From: Sylvia Jones
Sent: Tuesday, November 12, 2013 4:24 PM
To: Rebecca Cokley
Cc: Sylvia Jones
Subject: Leave Slip - S. Jones (November 4-8)

Rebecca,

Attached are my leave slip, doctor's note and comp time sheet for the week of November 4-8.

Sylvia

From: Konica@ncd.gov <Konica@ncd.gov>
Sent: Tuesday, November 12, 2013 4:02 PM
To: Sylvia Jones
Subject: NCD SCAN

No virus found in this message.
Checked by AVG - www.avg.com
Version: 2012.0.2242 / Virus Database: 3222/6330 - Release Date: 11/12/13

--

Lisa Gilmore
Human Resources Specialist (Employee Relations)
Washington Area Operations Center
Employee Relations Branch-CPWA
301 7th Street, S.W., Room 1022
Washington, DC 20407
202-205-4929 ♦ Desk
202-(b) (5) Phone
202-708-5377 fax



https://docs.google.com/a/gsa.gov/forms/d/1nhjCN6rnQLHds76fKF2MsLyLHchZpKL7e_LIZjNJlr0/viewform

From : [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:Lisa.Brown-Gilmore-CPWA@gsa.gov)
To: [Rebecca Cokley](mailto:Rebecca.Cokley@ncd.gov)
Date: 11/1/2013 7:37:34 AM
Subject: Re: Server cabinet key

ok I was really tired last night after all of that trick or treating.... I see that Nick did receive the key. ♦ Please disregard my previous email to you.

On Thu, Oct 31, 2013 at 1:58 PM, Rebecca Cokley <rcokley@ncd.gov> wrote:

FYI ♦

Sent from my iPhone

Begin forwarded message:

From : "Nick Rushizky" <nrushizky.cntr@ncd.gov>
To: "Rebecca Cokley" <rcokley@ncd.gov>
Subject: Server cabinet key

I had to sign the attached document for Sylvia in order to get the key, but I do have it.

Nick

Nick Rushizky
Network Consultant for National Council on Disability
On Behalf of GlobalNetworkers, Inc.
nrushizky.cntr@ncd.gov <<mailto:nrushizky.cntr@ncd.gov>>
Work ♦ [202-272-0102](tel:202-272-0102)
Cel - [202-841-2616](tel:202-841-2616)
[Description: Description: GNW Pic]



--

Lisa Gilmore
Human Resources Specialist (Employee Relations)
Washington Area Operations Center
Employee Relations Branch-CPWA
301 7th Street, S.W., Room 1022
Washington, DC 20407
202-205-4929 ♦ Desk
202-(b) (5) ♦ Mobile Phone
202-708-5377 fax



https://docs.google.com/a/gsa.gov/forms/d/1nhjCN6rnQLHds76fKF2MsLyLHchZpKL7e_LIZjNJIr0/viewform

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:lisa.gilmore@gsa.gov)
To: [Rebecca Cokley](#)
Date: 11/29/2013 11:53:46 AM
Subject: Re: Signed Copy of Proposal

thanks

On Fri, Nov 29, 2013 at 10:32 AM, Rebecca Cokley <rcokley@ncd.gov> wrote:

From: Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>
Sent: Friday, November 29, 2013 8:25 AM
To: Rebecca Cokley
Subject: Signed Copy of Proposal

Hi Rebecca,

When you get a chance, will you please send me a signed copy of the proposed suspension to Sylvia? Thanks

--

Lisa Gilmore
Human Resources Specialist (Employee Relations)
Washington Area Operations Center
Employee Relations Branch-CPWA
301 7th Street, S.W., Room 1022
Washington, DC 20407
202-205-4929 Desk
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https://docs.google.com/a/gsa.gov/forms/d/1nhjCN6mQLHds76fKF2MsLyLHchZpKL7e_LIZjNlr0/viewform

No virus found in this message.
Checked by AVG - www.avg.com
Version: 2012.0.2242 / Virus Database: 3629/6376 - Release Date: 11/28/13

--

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https://docs.google.com/a/gsa.gov/forms/d/1nhjCN6mQLHds76fKF2MsLyLHchZpKL7e_LIZjNlr0/viewform

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](#)
To: [Rebecca Cokley](#)
Date: 12/18/2013 3:55:28 PM
Subject: Fwd: Final Jones 14 Day Suspension

fyi - as soon as I hear back from Sherrie I will let you know.

(b) (5)

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:lisa.gilmore@gsa.gov)
To: [Rebecca Cokley](mailto:Rebecca.Cokley@ncd.gov)
Date: 12/2/2013 4:35:56 PM
Subject: Re: Travel Authorization

(b) (5)

On Mon, Dec 2, 2013 at 3:29 PM, Rebecca Cokley <rcokley@ncd.gov> wrote:

Lisa

We have staff traveling today and I need this information to complete their travel authorizations. Our temp financial analyst contractor does not know the answer, nor does anyone else on staff. Please document this additional refusal by Mrs. Jones to be of assistance.

Rebecca

Sent from my iPad

Begin forwarded message:

From: Sylvia Jones <sjones@ncd.gov>
Date: December 2, 2013, 3:26:08 PM EST
To: Rebecca Cokley <rcokley@ncd.gov>
Cc: Sylvia Jones <sjones@ncd.gov>
Subject: RE: Travel Authorization

Rebecca,

Per the Chair's Sept 27 email to staff, these duties were realigned from under my supervision to you to enhance the efficiency of the financial management of NCD and I do not feel comfortable getting involved.

Sylvia

From: Rebecca Cokley
Sent: Monday, December 2, 2013 2:32 PM
To: Sylvia Jones
Subject: Re: Travel Authorization

Mrs. Jones

Can you please clarify for me where the number in 23B on GS-87 (travel authorization) comes from?
I'd need to get the authorizations to the travelers today.

Thank you.

Rebecca

Sent from my iPad

On Nov 27, 2013, at 1:56 PM, "Rebecca Cokley" <rcokley@ncd.gov> wrote:

Mrs. Jones,

I'm currently looking at form GS-87 and would like to know where the number in 23B is derived from for each trip. Does it vary based on days, city, etc?

Thank you.

Rebecca Cokley

Executive Director

National Council on Disability

1331 F Street NW, Suite 850

Washington, DC 20004

[202-272-2124](tel:202-272-2124) Voice

[202-272-2074](tel:202-272-2074) TTY

[202-272-2022](tel:202-272-2022) Fax

Rcokley@ncd.gov

Website: <http://www.ncd.gov>

--

Lisa Gilmore
Human Resources Specialist (Employee Relations)
Washington Area Operations Center
Employee Relations Branch-CPWA
301 7th Street, S.W., Room 1022
Washington, DC 20407
202-205-4929 ♦ Desk

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:lisa.gilmore@gsa.gov)
To: [Rebecca Cokley](mailto:rcokley@ncd.gov)
Date: 12/5/2013 4:39:34 PM
Subject: Re: Draft
Attachments: Jones_14DayDecision_Dec13.docx

On Thu, Dec 5, 2013 at 3:03 PM, Rebecca Cokley <rcokley@ncd.gov> wrote:
Ok great. FYI, nothing was attached.

Rebecca Cokley
Executive Director
National Council on Disability
1331 F Street NW, Suite 850
Washington, DC 20004
[202-272-2124](tel:202-272-2124) Voice
[202-272-2074](tel:202-272-2074) TTY
[202-272-2022](tel:202-272-2022) Fax
Rcokley@ncd.gov
Website: <http://www.ncd.gov>

From: Lisa Brown-Gilmore - CPWA [mailto:lisa.gilmore@gsa.gov]
Sent: Thursday, December 05, 2013 3:00 PM
To: Rebecca Cokley
Subject: Draft



Hi Rebecca,



(b) (5)

--



Lisa Gilmore

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:lisa.gilmore@gsa.gov)
To: Rebecca Cokley
Date: 9/30/2013 9:59:10 AM
Subject: Re: laptop

Hi Rebecca,

Can you give me a call when you are up to it? ♦ thanks

On Fri, Sep 27, 2013 at 3:37 PM, Rebecca Cokley <rcokley@ncd.gov> wrote:
FYI

Sent from my iPad

Begin forwarded message:

From: Sylvia Jones <sjones@ncd.gov>
Date: September 27, 2013, 3:30:54 PM EDT
To: Rebecca Cokley <rcokley@ncd.gov>
Cc: Sylvia Jones <sjones@ncd.gov>
Subject: RE: laptop

Rebecca,

Ethics concurred with GSA and advised against issuing a government laptop while an employee is not on official duty.

Additionally, with respect to ethics: 5 CFR 2635.704(a) - an employee shall not use government property, or allow its use, for other than authorized purposes. When you are on leave, you are on your personal time and not on official duty.

Thus, I cannot release a laptop and/or any other government equipment to you.

-Sylvia

From: Sylvia Jones
Sent: Thursday, September 26, 2013 4:53 PM
To: Rebecca Cokley
Cc: Sylvia Jones
Subject: RE: laptop

Rebecca,

As you are aware the government is in the midst of a shut down and GSA advised against issuance of equipment and referred me to Ethics. I have reached out to Ethics and until I received ethics clearance I will not release the laptop while you are not on official duty and absent without leave.

In addition, I am tired of receiving threats for simply doing my job; and please be advised that before you can take disciplinary action against me for doing my job, you have to consider all the documented acts of misconduct involving yourself and others in the agency.

-Sylvia

From: Rebecca Cokley
Sent: Thursday, September 26, 2013 4:05 PM
To: Sylvia Jones
Cc: Jeff Rosen
Subject: laptop

Sylvia,

As your supervisor, I am directing you to make a laptop available for my use while I am physically away from the office. I am directing you to have the laptop available by 9/27/13. Failure to follow this direct order may result in disciplinary action, up to and including removal from the Federal service.

Rebecca

Sent from my iPad

--

Lisa Gilmore
Human Resources Specialist (Employee Relations)
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Employee Relations Branch-CPWA
301 7th Street, S.W., Room 1022
Washington, DC 20407
202-205-4929 ♦ Desk
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From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:lisa.gilmore@gsa.gov)
To: Rebecca Cokley
Date: 10/28/2013 6:50:36 AM
Subject: Re: Follow Up

(b) (5)

Sent from my iPhone

On Oct 26, 2013, at 10:51 AM, Rebecca Cokley <rcokley@ncd.gov> wrote:

how do you suggest I respond to both Jeff and then to Sylvia?

Rebecca

Sent from my iPad

Begin forwarded message:

From: Jeff Rosen <jrosen@ncd.gov>
Date: October 26, 2013, 10:30:50 AM EDT
To: Rebecca Cokley <rcokley@ncd.gov>
Cc: Gary Blumenthal <GBlumenthal@ncd.gov>
Subject: FW: Follow Up

Rebecca -

To follow up on this, Sylvia's June 27, 2013 email to the Council, if I recall correctly, excluded you and I. Its my understanding that in her email, Sylvia requested to discuss with the Council certain issues including, inappropriately, the conduct of other staff. It appears from Sylvia's email below that you provided her with direction to follow protocol by channeling any complaints to appropriate authorities. You are one of the primary appropriate authority Sylvia is obligated to provide any information to. I was copied on an email Sylvia sent indicating that she represented to auditors that NCD engaged in fraud. I followed up by asking the Chair of the A&F Committee to share the information with the Committee to make them aware of the allegations so that the appropriate Council members would look into the merits of the issue as part of our fiduciary responsibilities. The Chair of the A&F Committee requested Sylvia to provide information regarding the fraud she believes occurred. Sylvia provides inadequate grounds in her email below for her refusal to provide that information. Please follow up with her in obtaining that requested information from her.
Thanks.
-Jeff

From: Sylvia Jones
Sent: Friday, October 25, 2013 2:29 PM
To: Gary Blumenthal; Rebecca Cokley; Jeff Rosen; Sylvia Jones
Cc: Pam Holmes; Ari Neeman; Kamilah Martin-Proctor; Lynnae Rutledge; Lisa Brown-Gilmore - CPWA
Subject: Follow Up
All,

I wasn't feeling due to workplace harassment and stress. I typed the email below at 9am to respond to Gary, however I realized that I never hit the send button.

Gary,

As you are aware, it is and has always been the responsibility of the Executive Director to brief the Council, to include the A&F Committee on budgetary and office issues. I noticed that you copied Rebecca Cokley to this email but you did request any information from her. As I stated on Wednesday, October 23...it is documented that I attempted to address the issues internally to the full council on June 27, 2013 and only one member responded showing concern. Following my unsuccessful attempt to report issues to the council, I was issued a direct order by Rebecca Cokley on June 28, 2013 to channel my complaints through the appropriate authorities. I was threatened with disciplinary action up to and including removal from the National Council on Disability if I failed to follow the order. I followed Rebecca Cokley's direct order and I reported the issues to the appropriate authorities, which you are aware of. Therefore, I cannot provide you and/or the A&F Committee any information related to my disclosures pending an investigation.

Also you have made another false allegation (testimony) against me in government email which is slander and defamation of character and everyone attached to this email thread is now a witness to the fact. I never received a directive regarding any element of the audit and as I have requested, please provide me and the council with the date and time and method of the communication to support the serious false allegation that you continue to make against me. Unless you can produce such communication, I request that you cease and desist from making slanderous and false allegations against me in effort to defame my character. Today I received the first communication from Rebecca regarding the audit.

Regarding reimbursement...I responded you on October 18 and advised to follow up with Rebecca Cokley, apparently you did not do so. Members are well aware that if they have any payroll related questions or problems that are to contact me or Stacy Brown directly. As of today this office has only received one payroll inquiry and that was from you on today sent directly to Stacey Brownn (w/cc: Rebecca and Jeff).

I'm finding your emails to be harassing, demeaning and workplace bullying which is a violation of the law; and I'm sure that when you communicate with my peers that you are not aggressive, accusatory and copying all of the above persons to include GSA Employee Relations, which I find inappropriate. I have been in this agency for over 15mos and you were always respectful and helpful to me. I noticed that your aggression towards began in September when I refused to compromise my integrity and participate in unlawful activities or accept the "trade off" as you called it. From this point forward I request to be treated civilly and equally as you do everyone else in the agency.

Since you have attached HR to this email I would also like to make it clear that you are a special government employee and are not my supervisor. Earlier this week I requested of Rebecca that due to your aggression towards me that all your communication be channeled through her as it was in the past with the previous ED. I'm willing to do anything for the agency but I will not compromise my integrity and I'm tired of the harassment as it is severely affecting my disabilities.

Please note that I will forward you the auditor's contact information in a separate email along with an internal control document that must be completed and sent back to me before the close of business Monday, October 28.

Sylvia

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:Lisa.Brown-Gilmore-CPWA@gsa.gov)
To: [Robyn Powell](#)
Date: 12/30/2013 11:49:18 AM
Subject: Re: Sylvia Suspension

(b) (5)

(b) (5)

Thanks,
Robyn

Robyn M. Powell
National Council on Disability
Attorney Advisor
1331 F Street NW, Suite 850
Washington, DC 20004
rpowell@ncd.gov
[202-236-9651](tel:202-236-9651)

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--

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https://docs.google.com/a/gsa.gov/forms/d/1nhjCN6mQLHds76fKF2MsLylHchZpKL7e_LIZjNJlr0/viewform

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:lisa.gilmore@gsa.gov)
To: [Jeff Rosen](#)
Date: 9/30/2013 12:01:02 PM
Subject: Re: Sylvia's Husband

(b) (5)

(b) (5)

Thanks.

-Jeff

From: Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>
Sent: Monday, September 30, 2013 11:53 AM
To: Rebecca Cokley
Cc: David Allen; Jeff Rosen
Subject: Re: Sylvia's Husband

Jeff,

(b) (5)

On Mon, Sep 30, 2013 at 11:34 AM, Rebecca Cokley <rcokley@ncd.gov> wrote:

Lisa

I've been contacted by 3 staff about this today. What can we do?

RC

Sent from my iPhone

Begin forwarded message:

From: Robyn Powell <RPowell@ncd.gov>
Date: September 30, 2013 at 11:23:13 AM EDT
To: Jeff Rosen <jrosen@ncd.gov>, Rebecca Cokley <rcokley@ncd.gov>
Subject: Sylvia's Husband

Hi Jeff and Rebecca,

Staff have informed me that a man (assumedly Sylvia's husband) has been in Sylvia's office for several hours with her and that they have overheard what sounds like papers being ripped. I wanted to let you know, as this seems inappropriate.

Thanks,

Robyn

--

Lisa Gilmore
Human Resources Specialist (Employee Relations)
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Employee Relations Branch-CPWA
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Washington, DC 20407
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https://docs.google.com/a/gsa.gov/forms/d/1nhjCN6mQLHds76fKF2MsLyLHchZpKL7e_LIZjNJlr0/viawform

--

Lisa Gilmore
Human Resources Specialist (Employee Relations)

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](#)
To: [Rebecca Cokley](#)
Date: 9/26/2013 9:50:04 AM
Subject: Director Order

(b) (5)

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](#)
To: [Rebecca Cokley](#)
Date: 10/25/2013 9:42:50 AM
Subject: A Few Questions

(b) (5)

Sent from my iPhone

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:lisa.gilmore@gsa.gov)
To: [Rebecca Cokley](mailto:rcokley@ncd.gov)
Date: 10/24/2013 12:19:10 PM
Subject: Re: Draft response to Jones ref. her husband emails.docx

Yes and yes

Sent from my iPhone

On Oct 24, 2013, at 12:08 PM, Rebecca Cokley <rcokley@ncd.gov> wrote:

(b) (5)

> Rebecca
>
> Sent from my iPad
>
> On Oct 24, 2013, at 12:00 PM, "Lisa Brown-Gilmore - CPWA" <lisa.gilmore@gsa.gov> wrote:
>
>> Rebecca attached is the final to be sent from you to Sylvia
>> I have about 2 hours to spare while I wait for my Mom t finish the
>> scan. Feel free to call me on cell
>> <Draft response to Jones ref. her husband emails.docx>

From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:lisa.gilmore@gsa.gov)
To: Rebecca Cokley
Date: 10/23/2013 12:58:28 PM
Subject: Re: Sylvia's Husband

thanks

On Wed, Oct 23, 2013 at 12:29 PM, Rebecca Cokley <rcokley@ncd.gov> wrote:

Here was what I sent.

Rebecca

Sent from my iPad

Begin forwarded message:

From: Rebecca Cokley <rcokley@ncd.gov>
Date: September 30, 2013, 12:30:03 PM EDT
To: Jeff Rosen <jrosen@ncd.gov>
Cc: Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>, David Allen <david.allen@gsa.gov>
Subject: Re: Sylvia's Husband

Jeff

to recap: I spoke with Sylvia at 12:15 and after putting me on speakerphone she confirmed that the individual in her office was her husband, and she refused repeatedly to tell me what she was working on, citing that I was on leave and not in a position to ask her. I asked her to call me back after she goes on lunch with her husband and she repeatedly refused, telling me that she didn't need to call me back because I was on leave. ♦

[1-877-437-7411](tel:1-877-437-7411) is the number for the Federal Protective Service

RC

Sent from my iPad

On Sep 30, 2013, at 12:24 PM, "Jeff Rosen" <jrosen@ncd.gov> wrote:

I checked with some interpreters and no one is available this afternoon.

I'm continuing to look around. Please keep me posted about any developments in the meantime.

From: Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>

Sent: Monday, September 30, 2013 12:15 PM

To: Jeff Rosen

Cc: Rebecca Cokley; David Allen

Subject: Re: Sylvia's Husband

(b) (5)

On Mon, Sep 30, 2013 at 12:01 PM, Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov> wrote:

(b) (5)

(b) (5)

Thanks.

-Jeff

From: Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>

Sent: Monday, September 30, 2013 11:53 AM

To: Rebecca Cokley

Cc: David Allen; Jeff Rosen

Subject: Re: Sylvia's Husband

Jeff,

(b) (5)

On Mon, Sep 30, 2013 at 11:34 AM, Rebecca Cokley <rcokley@ncd.gov> wrote:

Lisa

I've been contacted by 3 staff about this today. What can we do?

RC

Sent from my iPhone

Begin forwarded message:

From: Robyn Powell <RPowell@ncd.gov>
Date: September 30, 2013 at 11:23:13 AM EDT
To: Jeff Rosen <jrosen@ncd.gov>, Rebecca Cokley <rcokley@ncd.gov>
Subject: Sylvia's Husband

Hi Jeff and Rebecca,

Staff have informed me that a man (assumedly Sylvia's husband) has been in Sylvia's office for several hours with her and that they have overheard what sounds like papers being ripped. I wanted to let you know, as this seems inappropriate.

Thanks,

Robyn

--

Lisa Gilmore
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From: [Lisa Brown-Gilmore - CPWA <lisa.gilmore@gsa.gov>](mailto:lisa.gilmore@gsa.gov)
To: [Jeff Rosen](#)
Date: 9/24/2013 7:43:54 AM
Subject: Question

Hello Jeff,

Do you know that Sylvia has read the most recent direct order to answer phones/emails?

--

Lisa Gilmore
Human Resources Specialist (Employee Relations)
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[202-\(b\)\(5\) \[REDACTED\]](tel:202-(b)(5) [REDACTED]) Phone
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